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ABSTRACT

Trends between 1975 and 1983 in the number of full-time instructional faculty at Maryland public colleges and universities are reported, along with the number and proportion of part-time faculty, the percentage of tenured full-time faculty, and the distribution of full-time faculty by academic rank. Also examined are the ages of full-time faculty on the basis of their tenure status and the distribution of full-time and tenured faculty by program. A statistical profile of instructional faculty in fall 1983 is provided in terms of employment status: full-time tenured faculty, full-time faculty on tenure track, full-time faculty who are neither tenured nor on tenure track (full-time temporaries), and part-time faculty. The classification of part-time status was determined by each institution. Patterns in faculty characteristics/employment status are also examined for the state as a whole, for different types of college (two- and four-years), and for specific institutions. Findings include the following: 57 percent of the instructional faculty in state institutions were either part-timers or full-timers not eligible for tenure; 34 percent of the full-time temporaries and 21 percent of the part-timers had at least 4 years of service at the same institution. (SW)

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CHARACTERISTICS OF INSTRUCTIONAL FACULTY AT MARYLAND'S PUBLIC COLLEGES AND UNIVERSITIES

POSTSECONDARY EDUCATION RESEARCH REPORTS

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CHARACTERISTICS OF INSTRUCTIONAL FACULTY AT MARYLAND'S PUBLIC COLLEGES AND UNIVERSITIES

State Board for Higher Education
16 Francis Street
Annapolis, Maryland 21401
January, 1985

State of Maryland

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EXECUTIVE SUMMARY

This report traces trends between 1975 and 1983 in the number of full-time instructional faculty at Maryland public colleges and universities, the number and proportion of part-time faculty, the percentage of full-timers who are tenured, and the distribution of full-timers by academic rank. Also examined are the ages of full-time faculty on the basis of their tenure status and the distribution of full-time and tenured faculty by program. In addition, the report profiles the characteristics of instructional faculty in Fall 1983 in terms of their employment status: 1) full-time tenured faculty, 2) full-time faculty on tenure track, 3) full-time faculty who are neither tenured nor on tenure track - or "full-time temporaries", and 4) part-time faculty. Patterns in the data are presented on a Statewide, segmental, and institutional basis.

General Faculty Characteristics

- Statewide, the number of full-time instructional faculty at Maryland's public institutions declined by 0.4% between 1975 and 1983, while FTE students rose by 9.2% during the same period. The number of full-timers increased 8.3% at the State's community colleges (with a corresponding rise of 23.9% in FTE students), while full-time faculty declined by 4.3% at four-year schools (which experienced a slight increase - 0.7% - in FTE students).

- The number of part-time faculty at Maryland public colleges and universities increased by 38.5% between 1975 and 1983 - 44.9% at the State's community colleges and 30.0% at its four-year institutions. Forty percent of all instructional faculty at State institutions in 1975 were part-timers; in 1983, this group represented half of the teaching faculty.

- Statewide, the proportion of full-time faculty with tenure rose from 54% in 1975 to 62% in 1978; since 1978, the proportion of tenured faculty has remained stable (it was 64% in 1983). The trends at two- and four-year institutions generally were parallel.

- There also has been a progressive increase in the percentage of faculty in the top two ranks (professor and associate professor) at Maryland public institutions: from 47% of the full-time instructional faculty in 1975 to 57% in 1983.

- At all public schools combined, the median age of full-time tenured faculty was 46.1 years compared to 36.8 years for non-tenured full-time faculty.

- Generally, there was close congruence between the distribution of full-time faculty by program at four-year institutions and the number of degrees awarded or credit hours generated by field.

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Employment Status of Faculty

- Statewide, in Fall 1983, most (57%) of the instructional faculty at Maryland's public colleges and universities were either part-timers or full-timers not eligible for tenure. Community colleges had a higher percentage of these faculty than did four-year institutions (67% to 48%).

- Length of Employment: The data suggest that many part-time and full-time temporary faculty are more than transient employees on their campuses. More than a third (34%) of the full-time temporaries and 21% of the part-timers had at least four years of service at the same institution.

- Rank: Statewide, most part-time and full-time temporary faculty (85% and 61% respectively) were concentrated in the two lower, nonprofessorial ranks (instructor and lecturer).

- Programs: At the community colleges, a majority of the faculty in all fields except health services technology were on part-time contracts. At Maryland's four-year public institutions, most of the faculty in computer science and business (58% and 52% respectively) were on part-time appointments, and part-timers represented a sizable proportion of the instructional faculty in engineering (42%) and mathematics (40%). Full-time temporary faculty were most prevalent in public affairs (25%), home economics (20%), and the health professions (19%). The programs with the greatest concentration of tenured faculty were the physical sciences (72%), the biological sciences (65%), education (58%), the social sciences (55%), and law (54%).

- Highest Degree Earned: Statewide, there was a sharp difference between the percentage of tenured and tenure track faculty who had earned doctorates or professional degrees (60% and 62% respectively) and the number of full-time temporaries and part-timers who had achieved these degrees (19% and 30%). The distinction was much greater at four-year than at two-year institutions.

- Age: Most of the full-time temporaries (60%) and part-timers (55%) were younger than 40 years, while only 14% and 17% of the faculty in these two categories respectively were 50 or older. The median age of full-time temporaries and part-timers was 37.2 and 38.2 years respectively, compared to 46.1 and 36.3 years for their tenured and tenure-track colleagues.

I. INTRODUCTION

This report traces trends in selected characteristics of instructional faculty at Maryland public colleges and universities and examines the attributes of faculty on the basis of employment status. This document, which was requested by the SBHE's Faculty Advisory Committee, was prompted by a desire to obtain State-level information about faculty, especially the hiring of instructors on part-time and non-traditional full-time contracts, that might be useful in institutional planning. However, the data presented here cannot be used, alone, as a means for evaluating the effectiveness of part-time and temporary full-time faculty at the State's public institutions. Such a determination would require a more detailed review at the campus level.

Section II of this report looks at patterns between 1975 and 1983 in the number of full-time instructional faculty at Maryland's public postsecondary educational institutions, the number and proportion of part-time faculty, the percentage of full-timers who are tenured, and the distribution of full-timers by academic rank. Also included are a breakdown of the ages of full-time faculty on the basis of their tenure status and a series of tables comparing, by major program, the percentage of full-time and tenured instructional faculty, degrees awarded, and credit hours generated. This information is designed to provide a partial picture of the flexibility which Maryland's public higher education institutions have in dealing with changes in enrollment, student preferences, and funding situations.

Section III of the report contains a statistical profile of instructional faculty at Maryland's public colleges and universities in Fall 1983 on the basis of their employment relationship with their institution. Faculty were divided into four categories for this analysis: 1) full-time tenured faculty, 2) full-time faculty on tenure track, 3) full-time faculty who are neither tenured nor on tenure track, and 4) part-time faculty. In this study, the classification of part-timers was determined by each institution.

Further, faculty in the third category will be referred to as "full-time temporaries." All of the faculty in this group are temporary in the sense that they do not have the potential permanence of a colleague who is on tenure track. Nevertheless, it must be noted that institutions have used a variety of contractual arrangements in employing these individuals. Some are appointed for one or more years with no limit on the number of renewals; others can hold their positions for only a specified, maximum number of years; still others have explicitly terminal one- or two-year contracts. It was not possible to distinguish satisfactorily among the various kinds of contracts which may exist on a campus for full-time temporary or part-time faculty.

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An analysis was made of the proportion of faculty - Statewide, within segments, and by institution - who fell into each of the four classifications. Also examined was the relationship between the different types of faculty and selected characteristics: length of employment, academic rank, program, highest degree earned, and age. Four community colleges (Cecil, Frederick, Howard, and Wor-Wic Tech) and St. Mary's College of Maryland are not included in the analyses in this section because they have either abolished tenure or are not awarding tenure to new faculty. Morgan State University also is not granting tenure to incoming faculty, but its decision was recent and would not affect the data in this report.

II. GENERAL FACULTY CHARACTERISTICS

The data in this section were drawn from three sources: National Center for Education Statistics HEGIS Form 2300.3 (Salaries, Tenure and Fringe Benefits of Full-Time Instructional Faculty), SBHE Form E-1 (Employees in Institutions of Higher Education), and the SBHE Employee Information System. In reviewing the trends on part-time faculty presented in this report, it should be kept in mind that two sources of data were used to obtain this information: SBHE Form E-1 for the years 1975 and 1978 and the SBHE Employee Information System, which replaced this form beginning in 1981, for 1982 and 1983. There may be minor differences between the manner in which the data were collected for the two sources.

The figures dealing with full- and part-time faculty in this report represent headcount faculty. This varies from the concept of full-time-equivalent faculty (FTEF) used in some budget documents in which a specified number of part-time faculty are equated to a full-time faculty position or to a faculty budget line. Therefore, the numbers in these budget forms may not be consistent with the data presented here. Further, no data in this report should be interpreted as an indication of the percentage of classes which are taught by full- or part-time faculty at a particular institution, since the workload of full-time faculty is greater than that of their part-time counterparts.

For purposes of illustration, the following figures compare the percentage which full-time faculty constitute of the full-time equivalent faculty at institutions under the Board of Trustees of the State Colleges and Universities in FY 1984 to the percentage of full-time faculty among total headcount faculty. Total full-time equivalent faculty are calculated in this way: (the number of headcount full-time faculty) + (the number of credit hours taught by part-time faculty / average load). In each instance, the FTE method results in a higher full-time percentage than the headcount method.

Credit Hour Basis

	Part-Time FTEF	Full-Time	Total FTEF	% FT Faculty of FTEF	% FT of Total Hdct Fac
Bowie	11	98	109	89.9%	81%
Coppin	14	114	128	89.1%	59%
Frostburg	8	181	189	95.8%	75%
Salisbury	31	178	209	85.2%	73%
Towson	151	490	641	76.4%	52%
Univ of Balt.	47.7	147	194.7	75.5%	54%

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Full-Time Faculty

In general, the number of full-time faculty on Maryland's campuses in the past eight years has not kept pace with the growth in student enrollments. Statewide, there was little change (a decline of 0.4%) in the number of full-time instructional faculty at Maryland's public colleges and universities between 1975 and 1983, while FTE students rose by 9.2% during the same period (See Table 1). There has been a more pronounced drop in full-time faculty in the State since 1978 (3.7%).

Community colleges and four-year institutions exhibited different patterns with regard to full-time faculty. The number of full-timers increased 8.3% between 1975 and 1983 at two-year institutions (with a corresponding rise of 23.9% in FTE students), while full-time faculty declined by 4.3% at the State's four-year schools (while experiencing little movement - an increase of just 0.7% - in FTE students).

Full-time faculty at the University of Maryland fell 7.1% since 1975, while FTE students grew 3.6% during the same period. At institutions under the Board of Trustees of the State Colleges and Universities (BTSUC), full-time faculty increased (4.9%), while the number of FTE students remained unchanged (0.1%). Full-time faculty and students rose at parallel rates at St. Mary's (6.2% and 8.3% respectively) and declined at about the same level at Morgan (20.1% and 23.3%).

Part-Time Faculty

Part-time faculty have been increasingly evident on the campuses of Maryland's public institutions in recent years. Tables 2 and 3 and Figure 1, which present trends in the number and percentage of part-time faculty in Maryland since 1975, suggest that the State's public colleges and universities turned to part-timers in part to meet the demand posed by the rise in student enrollments during this period. For all public institutions combined, the number of part-time faculty grew by 38.5% between 1975 and 1983. The proportion which part-time faculty constituted of the instructional staff at Maryland's public colleges and universities has increased steadily since the mid 1970's. Half of all instructional faculty in the State in Fall 1983 were part-timers; in 1975, this group represented 40% of the teaching faculty.

As Figure 2 shows, the increase in part-time faculty was greater at the State's community colleges (44.9%) than at its four-year institutions (30.0%). Among four-year institutions, the number of part-timers rose by 37.5% at BTSUC, 19.4% at the University of Maryland (excluding UMUC), and 8.7% at St. Mary's. Morgan had 36.4% fewer part-timers in 1983 than in 1975. There was a progressive rise between 1975 and 1983 in the percentage of part-timers among all faculty at the State's community colleges

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(53% to 64%) and its four-year institutions (29% to 38%). This pattern also was evident at the campuses (except UMUC) of the University of Maryland (18% to 25%) and the schools of BTSUC (33% to 40%). There was no change at St. Mary's, and the proportion of part-timers declined from 24% to 19% at Morgan.

As in Maryland the use of part-time faculty by higher education institutions nationwide has grown sharply. According to data from NCES, the number of part-time faculty rose steadily between 1970 and 1982 - from 104,000 to 249,000 or an increase of 139% (See Table 4). In contrast, the number of full-time faculty during the same period advanced by only 28%. Total student enrollments grew from about 8.6 million in 1970 to 12.4 million in 1982 - an increase of 45%. The proportion of part-time faculty on American campuses rose between 1970 and 1982 (from 22% to 34%). The figures in Table 4 cannot be compared directly to the data in this report from Maryland institutions, since the national data include private institutions and the Maryland information includes only instructional faculty - and excludes administrators or other non-teaching professionals who may hold faculty rank.

Tenure Status

Table 5 and Figure 3 show trends in the percentage of full-time instructional faculty who held tenure at Maryland's public postsecondary institutions. Statewide, the proportion of full-time faculty with tenure rose from 54% in 1975 to 64% in 1983. However, most of the increase occurred between 1975 and 1978; since then, there has been slight change in the ratio of tenured faculty.

The trends at the community colleges, the University of Maryland, and BTSUC closely followed the Statewide pattern. In Fall 1983, the community colleges had slightly more tenured faculty (69%) than the four-year institutions (62%). The percentage of tenured faculty at Morgan has not only been above the Maryland average, it also has grown at a faster rate (63% in 1975 to 76% in 1983). This has come about because of the reduction by Morgan in the number of its non-tenured faculty. Morgan no longer hires faculty on a tenure-track basis. At St. Mary's, which also has ceased to grant tenure, the proportion of full-time faculty holding this status has steadily declined from 23% in 1975 to 16% in 1983.

Distribution by Rank

Along with the rise in tenured faculty, there was a progressive increase in the percentage of faculty in the upper ranks at Maryland's public colleges and universities (See Table 6). Institutions with a relatively large concentration of faculty at the senior ranks are likely to have not only high tenure rates but also few budgetary lines to hire younger faculty. In 1975, 47% of all full-time instructional faculty in

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State institutions were in the top two ranks (professor and associate professor); in 1983, 57% were.

The community colleges had a slightly greater percentage of senior faculty in 1983 than did the public four-year campuses (60% to 56%). Within the four-year institutions, the University of Maryland had the largest proportion of professors and associate professors (58%) - followed by Morgan (55%), BTSUC institutions (52%), and St. Mary's (45%).

Distribution by Age and Tenure

Institutions which have a larger proportion of older, tenured faculty generally have less opportunity to hire newly trained faculty - and thus have limited flexibility to deal with changes in student demand and economic situations. Table 7 contains a breakdown of full-time instructional faculty by age and tenure status in 1983. Statewide, the median age of tenured faculty at public colleges and universities was 46.1 years, while that of non-tenured faculty was 36.8 years (see Figure 4).

Tenured faculty at the community colleges were slightly younger than their counterparts at four-year institutions (44.7 to 46.9); conversely, non-tenured faculty at four-year schools were younger than those at two-year colleges (36.3 to 38.7). Among four-year institutions, the median age of tenured faculty was the least at the institutions under BTSUC (46.3) and the greatest at Morgan (48.6); non-tenured faculty were youngest at the campuses of the University of Maryland (35.4) and oldest at Morgan (39.3).

Distribution by Program

Tables 8 through 19 contain, for each four-year college and university, a breakdown of full-time and tenured faculty, degrees awarded, and credit hours generated on the basis of academic program. Faculty and degree data for 1982 were used because they corresponded most closely with FY 1983 credit hour information - the latest fiscal year for which these figures are currently available by field. No tables were prepared for the community colleges, since credit hour information by program was not available for these institutions. These distributions provide a good indication of the extent to which a school's full-time staffing patterns are consistent with student interests and the campus workload. In general, there was close congruence between the allocation of faculty by program and student demand measures (especially credit hours generated). At some institutions, the proportion of faculty in business and management was underrepresented in terms of the percentage of degrees awarded and credit hours generated in this field.

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III. EMPLOYMENT STATUS OF FACULTY

The information in this section was taken from the SBHE Employee Information System. Persons with faculty rank whose primary duties were administrative, research or public service rather than instructional were excluded from the study. Hence, the only faculty included were those whose major assignment was credit instruction.

Institutional/Segment Breakdown

Statewide, in Fall 1983, a majority (57%) of the instructional faculty at Maryland's public colleges and universities were either part-timers or full-timers not eligible for tenure (See Table 20). Community colleges had a larger percentage of these faculty than did four-year institutions (67% to 48%). Of the faculty at the University of Maryland (excluding UMUC), 38% were part-timers or full-time temporaries; at BTSUC institutions, 48% were hired on a part-time or full-time temporary status.

The individual four-year institutions with the largest proportion of part-timers and full-time temporary faculty combined were UMUC (virtually 100%), Coppin (58%), Towson (54%), and the University of Baltimore (54%); the schools with the fewest were Morgan (25%), Salisbury (29%), and Frostburg (30%). The greatest percentage of full-time, temporary faculty among the four-year institutions was found at three of the State's predominately black schools - UMES (32%), Bowie (28%), and Coppin (17%) - and at UMAB (17%).

Among Maryland's public community colleges, the schools with the largest percentage of part-timers and full-time temporaries were Montgomery-Germantown (88%), Charles (81%), and Montgomery-Takoma Park (80%). The institutions with the fewest faculty in these categories were Allegany (37%) and Garrett (48%) - both rural campuses in Western Maryland, where it may be more difficult to recruit qualified part-time personnel. The two-year schools with the largest percentage of full-time, temporary faculty were Hagerstown (20%) and the Germantown and Takoma Park campuses of Montgomery College (19% and 18% respectively).

Length of Employment

Many part-time and full-time nontenurable faculty are more than transient employees at their institutions. Statewide, more than one-third (34%) of the full-time temporaries and over one-fifth (21%) of the part-timers had four years or more of service (See Table 21).

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Part-timers at the State's community colleges tended to have been at their campuses longer than did their counterparts from four-year institutions (See Table 22). Nearly one-fourth (24%) of the community college part-timers had served four years or more on their campuses, compared to 16% of the part-timers at four-year institutions. Almost three-fourths (72%) of the part-timers from four-year schools had been employed for a year or less, as opposed to 52% of those at the community colleges. In contrast, full-time temporary faculty at Maryland's four-year campuses tended to have been employed longer than their counterparts at the two-year institutions. At four-year institutions, 38% of these faculty had four years or more of service and 38% had been working for one year or less. At two-year colleges, 28% of the full-time temporaries had been employed for at least four years and 48% for one year or less. There were distinct variations in the length of employment of part-timers and full-time temporaries within the four-year segments. Most of the faculty in both of these groups at BTSUC institutions had no more than a year of service at their schools. At the University of Maryland, there was a sharp difference between part-timers (77% of whom had been employed for one year or less) and full-time temporaries (49% of whom had four years or more of service).

Rank

Most part-time and nontenurable full-time faculty Statewide (85% and 61% respectively) were concentrated in the lower, nonprofessorial ranks (See Table 23). However, the Statewide average hides great diversity among segments. While an overwhelming majority of the part-time faculty at the community colleges (96%) and the University of Maryland (92%) were either instructors or lecturers, this was true for less than half of the part-timers employed at the institutions under BTSUC (46%) or Morgan (38%). And although a substantial proportion of the full-time, temporary faculty at the University of Maryland (90%) was in the lower two ranks, only a minority of the full-time temporaries at the community colleges (37%), BTSUC (42%), and Morgan (26%) held non-professorial positions (See Table 24).

Programs

Tables 25 to 30 contain a breakdown of the faculty groups by program. Statewide, a large number of the faculty in business and technology-related fields held part-time appointments, while there were comparatively few part-timers in the natural sciences and education. At the community colleges, a solid majority of the faculty in all but one technical/occupational field had part-time positions. The exception: health services technology, in which most (51%) of the faculty were tenured or tenure-track. Figure 5 shows that, at Maryland's four-year public institutions, a majority of the faculty in computer science (58%) and business (52%) were on part-time appointments, and part-timers represented a sizable proportion of the instructional faculty in the fields

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of engineering (42%) and mathematics (40%). Outside of mathematics, all of these areas have attracted increased interest from college-bound high school seniors in the last decade. And mathematics departments have had to provide additional service courses to meet the increased interest in computer science and engineering. The programs at four-year schools which had the fewest part-timers were the biological sciences (7%), agriculture (9%), the physical sciences (12%), public affairs (14%), communications (14%), and education (16%).

Full-time, temporary faculty were most prevalent in public affairs (where they represented 25% of all faculty employed), home economics (20%), and the health professions (19%). The programs at four-year schools with the greatest concentration of tenured faculty were the physical sciences (72%), the biological sciences (65%), education (58%), the social sciences (55%), and law (54%); the fewest tenured faculty were in the fields of computer science (17%), business (20%), home economics (26%), and the health professions (27%).

Highest Degree Earned

Tables 31 and 32 show that, Statewide, there was a sharp difference between the percentage of tenured and tenure track faculty who had earned doctorates or professional degrees (60% and 62% respectively) and the number of full-time temporaries and part-timers who had achieved these degrees (19% and 30%). The distinction was much greater at four-year than at two-year institutions. A strong majority of the tenured and tenure track faculty at Maryland's four-year schools (84% and 74% respectively) held doctorates or professional degrees, compared to just 40% of the part-timers and 25% of the full-time temporaries (see Figure 6). In contrast, doctorates or professional degrees had been achieved by 25% of the community college tenured faculty, 20% of the part-timers, and 13% of the full-time temporaries or those on tenure-track. Among four-year institutions, the largest gap between the degree accomplishments of traditional and non-traditional faculty was found at the University of Maryland, where an overwhelming majority of the tenured and tenure-track faculty (92% and 88% respectively) held a doctorate or professional degree compared to 43% of the part-timers and 22% of the full-time temporaries.

It needs to be noted that the disparity between faculty on traditional and non-traditional contracts in terms of their degree accomplishments is affected somewhat by differences in the program assignments of the various groups of instructors. A greater percentage of part-timers taught in business and the arts than was true for full-time tenured or tenure-track faculty - and fewer faculty in these disciplines (28% in Business and 13% in the arts) held a doctorate than was the case among all instructors (32%). Similarly, the health professions represented a larger share of the pool of full-time temporaries - and faculty in this field were less likely (23%) to have a doctorate. In

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addition, education comprised a greater proportion of the pool of tenured faculty than it did of part-time faculty - and instructors in education were more inclined (35%) to have a terminal degree.

Age

Table 33 shows that most of the full-time temporaries (60%) and part-timers (55%) were less than 40 years of age, while only 14% and 17% of the faculty in these two groups respectively were 50 or older. The median age of full-time temporaries and part-timers was 37.2 and 38.2 years respectively, compared to 46.1 and 36.3 years for their tenured and tenure-track colleagues. Again, tnere was little variation in the age breakdowns among segments (See Table 34).

TABLES

TABLE 1

NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY
AT MARYLAND'S PUBLIC HIGHER EDUCATION
INSTITUTIONS, 1975 TO 1983

	1975	1978	1981	1983	% Chg
Community Colleges					
Allegany	77	97	76	75	-2.6%
Anne Arundel	156	167	167	179	14.7%
Catonsville	194	225	212	202	4.1%
Cecil	25	25	27	38	52.0%
Charles	39	39	43	43	10.3%
Chesapeake	22	32	30	34	54.5%
Com. College of Baltimore	148	159	158	145	-2.0%
Dundalk	36	55	49	57	58.3%
Essex	170	172	167	183	7.6%
Frederick	28	31	35	41	46.4%
Garrett	17	20	21	21	23.5%
Hagerstown Jr. College	56	58	51	49	-12.5%
Harford	83	80	80	87	4.8%
Howard	30	41	35	52	73.3%
Montgomery - Rockville	259	263	232	233	-10.0%
Montgomery - Takoma Park	85	84	69	74	-12.9%
Montgomery - Germantown	-	28	23	29	-
Prince George's	233	242	246	235	0.9%
Wor-Wic Tech	-	13	16	18	-
All Community Colleges	1658	1831	1737	1795	8.3%
Headcount FTES	44198	47053	51396	54779	23.9%

TABLE 1 (Cont'd)

NUMBER OF FULL-TIME INSTRUCTIONAL FACULTY
AT MARYLAND'S PUBLIC HIGHER EDUCATION
INSTITUTIONS, 1975 TO 1983

	1975	1978	1981	1983	% Chg
State Coll. and Universities					
BTSUC					
Bowie State College	124	102	95	99	-20.2%
Coppin State College	143	134	122	112	-21.7%
Frostburg State College	164	184	178	181	10.4%
Salisbury State College	144	175	182	179	24.3%
Towson State University	447	468	453	466	4.3%
University of Baltimore	95	119	131	135	42.1%
All BTSUC	1117	1182	1161	1172	4.9%
Headcount FTES	24965	25193	24645	24982	0.1%
Morgan State University	299	320	260	239	-20.1%
Headcount FTES	5125	4327	4094	3933	-23.3%
St. Mary's College	65	67	69	69	6.2%
Headcount FTES	1091	1164	1197	1182	8.3%
University of Maryland					
UMAB	383	374	385	321	-16.2%
UMBC	252	263	259	293	16.3%
UMCP	1425	1369	1404	1333	-6.5%
UMES	78	75	79	59	-24.4%
UMUC	33	13	13	8	-75.8%
All University of Maryland	2171	2094	2140	2014	-7.1%
Headcount FTES	45451	45110	45974	47081	3.6%
All Four-Year	3652	3663	3630	3494	-4.3%
Headcount FTES	76632	75794	75910	77178	0.7%
All Public Institutions	5310	5494	5367	5289	-0.4%
Headcount FTES	120830	122847	127306	131957	9.2%

Note: Headcount FTES calculated as follows: 1 x the number of full-time students + 1/3 x the number of part-time students.
Source: NCES 2300.3

TABLE 2

NUMBER OF PART-TIME INSTRUCTIONAL FACULTY
AT MARYLAND'S PUBLIC HIGHER EDUCATION
INSTITUTIONS, 1975 TO 1983

	1975	1978	1981	1983	% Chg
Community Colleges					
Allegany	0	0	52	40	-
Anne Arundel	107	195	262	367	243.0%
Catonsville	189	178	284	248	31.2%
Cecil	85	57	44	57	-32.9%
Charles	76	156	146	173	127.6%
Chesapeake	6	4	68	72	1100.0%
Com. College of Baltimore	379	368	289	313	-17.4%
Dundalk	72	115	114	118	63.9%
Essex	251*	253	210	301	19.9%
Frederick	39	42	139	180	361.5%
Garrett	25	16	18	18	-28.0%
Hagerstown Jr. College	45	64	79	59	31.1%
Harford	95	98	136	153	61.1%
Howard	52	90	140	143	175.0%
Montgomery - Rockville	306	223	296	342	11.8%
Montgomery - Takoma Park	100	83	102	121	21.0%
Montgomery - Germantown	10	41	79	64	540.0%
Prince George's	382	369	392	387	1.3%
Wor-Wic Tech	-	58	45	60	-
All Community Colleges	2219	2250	2895	3216	44.9%

* Data from 1976

TABLE 2 (Cont'd)

NUMBER OF PART-TIME INSTRUCTIONAL FACULTY
AT MARYLAND'S PUBLIC HIGHER EDUCATION
INSTITUTIONS, 1975 TO 1983

	1975	1978	1981	1983	% Chg
State Coll. and Universities					
BTSUC					
Bowie State College	38	57	80	25	-34.2%
Coppin State College	73	96	32	77	5.5%
Frostburg State College	0	0	42	64	-
Salisbury State College	0	5	54	67	-
Towson State University	276*	344	356	416	50.7%
University of Baltimore	170	134	106	117	-31.2%
All BTSUC	557	636	670	766	37.5%
Morgan State University	88	139	51	56	-36.4%
St. Mary's College	23	34	30	25	8.7%
University of Maryland					
UMAB**	232	367	132	117	-49.6%
UMBC	60	73	162	183	205.0%
UMCP	269	348	382	374	39.0%
UMES	7	10	6	4	-42.9%
UMUC	446	437	597	662	48.4%
All University of Maryland	1014	1235	1279	1340	32.1%
All UM (excluding UMUC)	568	798	682	678	19.4%
All Four-Year	1682	2044	2030	2187	30.0%
All Public Institutions	3901	4294	4925	5403	38.5%

* Data from 1976
** Figures exclude faculty in Clinical Medicine (HEGIS 98)

Source: SBHE Form E-1, SBHE Employee Information System

TABLE 3

PERCENTAGE PART-TIME OF HEADCOUNT INSTRUCTIONAL FACULTY AT MARYLAND'S PUBLIC HIGHER EDUCATION INSTITUTIONS, 1975 TO 1983

	1975	1978	1981	1983	% Diff 1975 and 1983
Community Colleges					
Allegany	0%	0%	40%	34%	34
Anne Arundel	41%	54%	60%	67%	26
Catonsville	44%	45%	57%	56%	12
Cecil	77%	76%	69%	67%	-10
Charles	66%	68%	78%	80%	14
Chesapeake	21%	10%	70%	69%	48
Com. College of Baltimore	72%	70%	67%	68%	-4
Dundalk	63%	68%	69%	68%	5
Essex	59%*	61%	54%	63%	4
Frederick	58%	58%	77%	82%	24
Garrett	63%	57%	44%	45%	-18
Hagerstown Jr. College	45%	53%	60%	44%	-1
Harford	53%	55%	63%	65%	12
Howard	63%	69%	77%	77%	14
Montgomery - Rockville	52%	46%	56%	59%	7
Montgomery - Takoma Park	51%	50%	59%	62%	11
Montgomery - Germantown	83%	59%	76%	69%	-14
Prince George's	64%	61%	63%	62%	-2
Wor-Wic Tech	-	83%	69%	75%	-
All Community Colleges	53%	55%	62%	64%	11

* Data from 1976

TABLE 3 (Cont'd)

PERCENTAGE PART-TIME OF HEADCOUNT INSTRUCTIONAL FACULTY AT MARYLAND'S PUBLIC HIGHER EDUCATION INSTITUTIONS, 1975 TO 1983

	1975	1978	1981	1983	% Diff 1975 and 1983
State Coll. and Universities					
BTSUC					
Bowie State College	23%	36%	52%	19%	-4
Coppin State College	33%	42%	22%	41%	8
Frostburg State College	0%	0%	17%	25%	25
Salisbury State College	0%	3%	23%	27%	27
Towson State University	37%*	42%	45%	48%	11
University of Baltimore	64%	53%	43%	46%	-18
All BTSUC	33%	35%	37%	40%	7
Morgan State University	24%	30%	17%	19%	-5
St. Mary's College	27%	34%	30%	27%	0
University of Maryland					
UMAB**	24%	34%	28%	27%	3
UMBC	19%	22%	37%	38%	19
UMCP	15%	18%	22%	22%	7
UMES	8%	12%	9%	6%	-2
UMUC	93%	97%	98%	99%	6
All University of Maryland	28%	32%	39%	40%	12
All UM (Excluding UMUC)	18%	23%	22%	25%	7
All Four-Year	29%	33%	37%	38%	11
All Public Institutions	40%	42%	48%	50%	10

* Data from 1976
** Figures exclude faculty in Clinical Medicine (HEGIS 98)

Source: SBHE Form E-1 and SBHE Employee Information System

TABLE 4

TRENDS IN FULL- AND PART-TIME FACULTY
IN INSTITUTIONS OF HIGHER EDUCATION
NATIONWIDE 1970 - 1982

Fall of Year	Full-Time N*	Full-Time %	Part-Time N*	Part-Time %	Student Enrollment*
1970	369	78%	104	22%	8581
1971	379	77%	113	23%	8949
1972	380	76%	120	24%	9215
1973	389	74%	138	26%	9602
1974	406	72%	161	28%	10224
1975	440	70%	188	30%	11185
1976	434	69%	199	31%	11012
1977	445	68%	211	32%	11286
1978	441	67%	215	33%	11260
1979	445	66%	230	34%	11570
1980**	458	66%	238	34%	12097
1981**	470	66%	246	34%	12372
1982**	472	66%	249	34%	12426

* In thousands
** Estimated by NCES on the basis of enrollment

Source: National Center for Educational Statistics, The Condition of Education: A Statistical Report (1984)

TABLE 5

PERCENTAGE TENURED OF FULL-TIME INSTRUCTIONAL FACULTY AT MARYLAND'S PUBLIC HIGHER EDUCATION INSTITUTIONS, 1975 TO 1983

	1975	1978	1981	1983	% Diff 1975 and 1983
Community Colleges					
Allegany	38%	54%	71%	71%	33
Anne Arundel	53%	68%	72%	69%	16
Catonsville	61%	71%	82%	86%	25
Cecil*	28%	16%	63%	42%	14
Charles	46%	54%	65%	63%	17
Chesapeake	55%	44%	53%	38%	-17
Com. College of Baltimore	80%	80%	81%	81%	1
Dundalk	11%	40%	65%	54%	43
Essex	63%	80%	84%	86%	23
Frederick*	29%	23%	11%	0%	-29
Garrett	60%	20%	14%	38%	38
Hagerstown Jr. College	71%	72%	73%	80%	9
Harford	63%	66%	74%	74%	11
Howard*	0%	0%	0%	0%	0
Montgomery - Rockville	60%	87%	80%	75%	15
Montgomery - Takoma Park	69%	75%	58%	54%	-15
Montgomery - Germantown	-	46%	26%	35%	-
Prince George's	68%	77%	80%	78%	10
Wor-Wic Tech	-	0%	0%	0%	-
All Community Colleges (%)	58%	68%	72%	69%	11
(N)	969	1248	1242	1234	

TABLE 5 (Cont'd)

PERCENTAGE TENURED OF FULL-TIME INSTRUCTIONAL FACULTY AT MARYLAND'S PUBLIC HIGHER EDUCATION INSTITUTIONS, 1975 TO 1983

	1975	1978	1981	1983	% Diff 1975 and 1983
State Coll. and Universities					
BTSUC					
Bowie State College	51%	62%	69%	55%	4
Coppin State College	48%	67%	66%	64%	16
Frostburg State College	55%	61%	67%	62%	7
Salisbury State College	35%	59%	60%	63%	28
Towson State University	76%	78%	77%	73%	-3
University of Baltimore	20%	38%	42%	47%	27
All BTSUC (%)	56%	66%	67%	64%	8
(N)	631	777	782	753	
Morgan (%)	63%	76%	75%	76%	13
(N)	187	243	196	181	
St. Mary's (%)*	23%	22%	19%	16%	-7
(N)*	15	15	13	11	
University of Maryland					
UMAB	28%	40%	43%	47%	19
UMBC	46%	60%	67%	59%	13
UMCP	56%	59%	61%	65%	9
UMES	40%	37%	41%	46%	6
UMUC	0%	0%	0%	25%	25
All Univ. of Md. (%)	49%	55%	58%	61%	12
(N)	1049	1141	1232	1220	
All Four-Year (%)	52%	60%	62%	62%	10
(N)	1882	2176	2223	2165	
All Public Instit (%)	54%	62%	65%	64%	10
(N)	2851	3424	3465	3399	

* These institutions have either abolished tenure or are not awarding tenure to new faculty

Source: NCES 2300.3

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TABLE 6

TRENDS IN THE DISTRIBUTION BY RANK OF THE FULL-TIME INSTRUCTIONAL FACULTY AT MARYLAND'S PUBLIC HIGHER EDUCATION INSTITUTIONS

	1975	1978	1981	1983
Community Colleges				
Allegany Community College				
Professor	9%	8%	9%	13%
Assoc. Professor	21%	18%	24%	20%
Assist. Professor	21%	25%	32%	35%
Instructor	40%	36%	28%	27%
Lecturer/Other Faculty	9%	13%	8%	5%
Anne Arundel Community College				
Professor	12%	14%	24%	23%
Assoc. Professor	35%	55%	40%	38%
Assist. Professor	46%	22%	26%	26%
Instructor	7%	10%	11%	13%
Lecturer	1%	-	0	-
Catonsville Community College				
Professor	10%	13%	18%	23%
Assoc. Professor	31%	39%	37%	40%
Assist. Professor	41%	31%	32%	28%
Instructor	16%	14%	10%	9%
Lecturer	1%	4%	2%	-
Cecil Community College				
Professor	4%	8%	19%	18%
Assoc. Professor	16%	24%	19%	16%
Assist. Professor	44%	48%	48%	47%
Instructor	36%	12%	15%	11%
Lecturer/Other Faculty	-	8%	-	8%
Charles Community College				
Professor	13%	8%	21%	30%
Assoc. Professor	38%	33%	28%	26%
Assist. Professor	26%	31%	21%	28%
Instructor	23%	28%	30%	16%

TABLE 6 (Cont'd)

TRENDS IN THE DISTRIBUTION BY RANK OF THE FULL-TIME INSTRUCTIONAL FACULTY AT MARYLAND'S PUBLIC HIGHER EDUCATION INSTITUTIONS

	1975	1978	1981	1983
Community Colleges				
Chesapeake Community College				
Professor	9%	9%	7%	3%
Assoc. Professor	9%	22%	37%	32%
Assist. Professor	41%	50%	33%	29%
Instructor	32%	16%	13%	27%
Lecturer	9%	3%	10%	9%
Community College Baltimore				
Professor	23%	26%	28%	26%
Assoc. Professor	26%	29%	26%	26%
Assist. Professor	32%	31%	28%	29%
Instructor	20%	14%	11%	12%
Lecturer	-	-	7%	8%
Dundalk Community College				
Professor	3%	2%	2%	14%
Assoc. Professor	11%	22%	43%	30%
Assist. Professor	39%	64%	37%	40%
Instructor	44%	13%	16%	16%
Lecturer/Other Faculty	3%	-	2%	-
Essex Community College				
Professor	9%	18%	30%	32%
Assoc. Professor	26%	28%	29%	31%
Assist. Professor	43%	34%	31%	25%
Instructor	19%	19%	9%	12%
Lecturer/Other Faculty	2%	1%	1%	1%
Frederick Community College				
Professor	14%	13%	17%	20%
Assoc. Professor	39%	32%	23%	15%
Assist. Professor	32%	35%	37%	37%
Instructor	14%	19%	23%	29%

TABLE 6 (Cont'd)

TRENDS IN THE DISTRIBUTION BY RANK OF THE FULL-TIME INSTRUCTIONAL FACULTY AT MARYLAND'S PUBLIC HIGHER EDUCATION INSTITUTIONS

	1975	1978	1981	1983
Community Colleges				
Garrett Community College				
Professor	-	5%	5%	5%
Assoc. Professor	24%	15%	14%	14%
Assist. Professor	6%	30%	43%	43%
Instructor	47%	50%	38%	38%
Lecturer/Other Faculty	24%	-	-	-
Hagerstown Jr. College				
Professor	11%	17%	29%	39%
Assoc. Professor	29%	40%	39%	27%
Assist. Professor	54%	31%	22%	27%
Instructor	7%	12%	10%	8%
Harford Community College				
Professor	10%	14%	13%	12%
Assoc. Professor	41%	44%	48%	41%
Assist. Professor	25%	29%	29%	30%
Instructor	24%	14%	11%	17%
Howard Community College				
Professor	7%	10%	6%	14%
Assoc. Professor	23%	37%	26%	21%
Assist. Professor	40%	34%	31%	37%
Instructor	10%	7%	20%	17%
Lecturer/Other Faculty	20%	12%	17%	12%
Montgomery-Rockville				
Professor	16%	31%	31%	49%
Assoc. Professor	31%	34%	35%	28%
Assist. Professor	36%	23%	26%	20%
Instructor	11%	3%	8%	3%
Lecturer/Other Faculty	6%	10%	-	-

TABLE 6 (Cont'd)

TRENDS IN THE DISTRIBUTION BY RANK OF THE FULL-TIME INSTRUCTIONAL FACULTY AT MARYLAND'S PUBLIC HIGHER EDUCATION INSTITUTIONS

	1975	1978	1981	1983
Community Colleges				
Montgomery-Takoma Park				
Professor	29%	49%	43%	54%
Assoc. Professor	33%	33%	26%	15%
Assist. Professor	27%	10%	22%	26%
Instructor	5%	6%	9%	5%
Lecturer/Other Faculty	6%	2%	-	-
Montgomery-Germantown				
Professor	-	25%	26%	48%
Assoc. Professor	-	14%	22%	17%
Assist. Professor	-	4%	30%	31%
Instructor	-	4%	22%	3%
Lecturer/Other Faculty	-	54%	-	-
Prince George's Com. College				
Professor	13%	26%	38%	40%
Assoc. Professor	49%	48%	37%	37%
Assist. Professor	21%	17%	17%	17%
Instructor	11%	8%	7%	5%
Lecturer/Other Faculty	6%	2%	2%	1%
Wor-Wic Tech				
Professor	-	-	-	-
Assoc. Professor	-	-	6%	28%
Assist. Professor	-	46%	56%	44%
Instructor	-	54%	38%	28%
All Community Colleges				
Professor	13%	20%	25%	30%
Assoc. Professor	32%	36%	33%	30%
Assist. Professor	34%	27%	28%	27%
Instructor	17%	13%	12%	12%
Lecturer/Other Faculty	4%	4%	2%	2%

TABLE 6 (Cont'd)

TRENDS IN THE DISTRIBUTION BY RANK OF THE FULL-TIME INSTRUCTIONAL FACULTY AT MARYLAND'S PUBLIC HIGHER EDUCATION INSTITUTIONS

	1975	1978	1981	1983
State Colleges & Universities				
BTSUC				
Bowie State College				
Professor	22%	27%	26%	30%
Assoc. Professor	24%	28%	29%	25%
Assist. Professor	36%	36%	40%	39%
Instructor	18%	8%	4%	5%
Coppin State College				
Professor	18%	23%	26%	32%
Assoc. Professor	28%	25%	23%	24%
Assist. Professor	31%	28%	30%	31%
Instructor	21%	24%	20%	13%
Other Faculty	2%	-	-	-
Frostburg State College				
Professor	24%	24%	24%	29%
Assoc. Professor	26%	24%	25%	23%
Assist. Professor	26%	27%	29%	33%
Instructor	23%	25%	22%	16%
Salisbury State College				
Professor	22%	18%	18%	20%
Assoc. Professor	19%	26%	28%	32%
Assist. Professor	38%	34%	30%	31%
Instructor	19%	21%	23%	16%
Lecturer/Other Faculty	2%	2%	1%	1%
Towson State University				
Professor	23%	24%	22%	21%
Assoc. Professor	25%	25%	26%	28%
Assist. Professor	36%	34%	36%	37%
Instructor	12%	13%	10%	5%
Lecturer	4%	4%	6%	9%

TABLE 6 (Cont'd)

TRENDS IN THE DISTRIBUTION BY RANK OF THE FULL-TIME INSTRUCTIONAL FACULTY AT MARYLAND'S PUBLIC HIGHER EDUCATION INSTITUTIONS

	1975	1978	1981	1983
State Colleges & Universities				
University of Baltimore				
Professor	26%	25%	27%	29%
Assoc. Professor	32%	25%	30%	27%
Assist. Professor	38%	45%	40%	42%
Instructor	4%	4%	2%	2%
All BTSUC				
Professor	23%	23%	23%	25%
Assoc. Professor	25%	25%	27%	27%
Assist. Professor	34%	34%	34%	36%
Instructor	16%	16%	14%	9%
Lecturer/Other Faculty	3%	2%	2%	4%
Morgan State University				
Professor	22%	23%	26%	27%
Assoc. Professor	24%	25%	28%	28%
Assist. Professor	28%	33%	34%	36%
Instructor	23%	16%	10%	8%
Lecturer/Other Faculty	2%	3%	2%	-
St. Mary's College				
Professor	11%	13%	16%	15%
Assoc. Professor	34%	32%	28%	30%
Assist. Professor	32%	28%	45%	46%
Instructor	18%	22%	12%	9%
Other Faculty	5%	4%	-	-
University of Maryland				
UMAB				
Professor	10%	16%	17%	20%
Assoc. Professor	17%	26%	26%	25%
Assist. Professor	51%	43%	42%	36%
Instructor	21%	16%	15%	18%
Lecturer/Other Faculty	1%	-	1%	1%

TABLE 6 (Cont'd)

TRENDS IN THE DISTRIBUTION BY RANK OF THE FULL-TIME INSTRUCTIONAL FACULTY AT MARYLAND'S PUBLIC HIGHER EDUCATION INSTITUTIONS

	1975	1978	1981	1983
University of Maryland				
UMBC				
Professor	12%	16%	17%	19%
Assoc. Professor	29%	41%	46%	38%
Assist. Professor	45%	29%	24%	25%
Instructor	11%	9%	8%	14%
Lecturer/Other Faculty	3%	5%	5%	5%
UMCP				
Professor	27%	28%	29%	31%
Assoc. Professor	29%	30%	30%	31%
Assist. Professor	28%	26%	26%	23%
Instructor	10%	9%	10%	8%
Lecturer/Other Faculty	7%	6%	5%	6%
UMES				
Professor	8%	7%	8%	10%
Assoc. Professor	13%	13%	18%	20%
Assist. Professor	42%	40%	37%	34%
Instructor	18%	11%	14%	14%
Lecturer/Other Faculty	19%	29%	24%	22%
All University of Md.*				
Professor	21%	23%	24%	27%
Assoc. Professor	26%	30%	31%	31%
Assist. Professor	34%	30%	29%	26%
Instructor	12%	11%	11%	11%
Lecturer/Other Faculty	7%	6%	5%	6%
All Four-Year*				
Professor	21%	23%	24%	26%
Assoc. Professor	26%	28%	29%	30%
Assist. Professor	34%	31%	31%	30%
Instructor	14%	13%	12%	10%
Lecturer/Other Faculty	6%	5%	4%	4%

TABLE 6 (Cont'd)

TRENDS IN THE DISTRIBUTION BY RANK OF THE FULL-TIME INSTRUCTIONAL FACULTY AT MARYLAND'S PUBLIC HIGHER EDUCATION INSTITUTIONS

	1975	1978	1981	1983
All Public Institutions*				
Professor	19%	22%	24%	27%
Assoc. Professor	28%	31%	31%	30%
Assist. Professor	34%	30%	30%	29%
Instructor	15%	13%	12%	11%
Lecturer/Other Faculty	5%	4%	3%	3%

* Figures include data from University of Maryland University College

Source: NCES 2300.3

TABLE 7

DISTRIBUTION OF FULL-TIME INSTRUCTIONAL FACULTY BY AGE AND TENURE, 1983

	N	-30	30-39	40-49	50-59	60 or Older	Median Age
Community Colleges							
Allegany							
Tenured	51	0%	37%	24%	31%	8%	44.0
Non-Tenured	21	5%	57%	33%	5%	0%	34.8
All Faculty	72	1%	43%	26%	24%	6%	40.3
Anne Arundel							
Tenured	123	0%	22%	55%	17%	6%	43.0
Non-Tenured	56	7%	50%	39%	2%	2%	38.1
All Faculty	179	2%	31%	50%	12%	5%	41.7
Catonsville							
Tenured	192	0%	25%	44%	27%	5%	44.7
Non-Tenured	39	8%	54%	31%	8%	0%	37.4
All Faculty	231	1%	29%	42%	23%	4%	44.1
Cecil*							
Tenured	13	0%	69%	23%	8%	0%	38.9
Non-Tenured	15	27%	40%	27%	7%	0%	36.0
All Faculty	28	14%	54%	25%	7%	0%	38.0
Charles							
Tenured	25	0%	32%	40%	24%	4%	40.4
Non-Tenured	18	6%	33%	39%	17%	6%	40.0
All Faculty	43	2%	33%	40%	21%	5%	40.2
Chesapeake							
Tenured	14	0%	36%	14%	43%	7%	48.5
Non-Tenured	19	5%	42%	26%	21%	5%	41.0
All Faculty	33	3%	39%	21%	30%	6%	45.0

TABLE 7 (Cont'd)

DISTRIBUTION OF FULL-TIME INSTRUCTIONAL FACULTY BY AGE AND TENURE, 1983

	N	-30	30-39	40-49	50-59	60 or Older	Median Age
Community Colleges							
CC of Baltimore							
Tenured	107	0%	15%	51%	23%	10%	46.8
Non-Tenured	38	16%	53%	21%	8%	3%	35.5
All Faculty	145	4%	25%	43%	19%	8%	44.8
Dundalk							
Tenured	31	0%	58%	23%	16%	3%	39.0
Non-Tenured	24	8%	54%	25%	8%	4%	36.8
All Faculty	55	4%	56%	24%	13%	4%	38.6
Essex							
Tenured	150	0%	23%	47%	25%	5%	43.8
Non-Tenured	28	11%	71%	7%	7%	4%	34.5
All Faculty	178	2%	31%	40%	22%	5%	42.4
Frederick*							
Tenured	3	0%	0%	33%	33%	33%	56.0
Non-Tenured	36	6%	22%	39%	19%	14%	45.0
All Faculty	39	5%	21%	39%	21%	15%	45.8
Garrett							
Tenured	7	0%	29%	57%	0%	14%	41.0
Non-Tenured	15	20%	60%	13%	0%	7%	33.0
All Faculty	22	14%	50%	27%	0%	9%	35.5
Hagerstown							
Tenured	40	0%	23%	43%	30%	5%	44.5
Non-Tenured	36	11%	44%	25%	8%	11%	38.8
All Faculty	76	5%	33%	34%	20%	8%	42.5

TABLE 7 (Cont'd)

DISTRIBUTION OF FULL-TIME INSTRUCTIONAL FACULTY BY AGE AND TENURE, 1983

	N	-30	30-39	40-49	50-59	60 or Older	Median Age
Community Colleges							
Harford							
Tenured	64	0%	17%	56%	17%	9%	44.8
Non-Tenured	19	5%	53%	26%	11%	5%	37.0
All Faculty	83	1%	25%	49%	16%	8%	44.3
Howard*							
Tenured	0	0%	0%	0%	0%	0%	-
Non-Tenured	44	9%	41%	43%	7%	0%	39.5
All Faculty	44	9%	41%	43%	7%	0%	39.5
Montgomery-Rockville							
Tenured	175	0%	12%	46%	33%	9%	46.8
Non-Tenured	58	2%	50%	29%	9%	10%	38.5
All Faculty	233	**	22%	42%	27%	9%	44.8
Montgomery-Takoma Park							
Tenured	40	0%	13%	33%	35%	20%	50.5
Non-Tenured	35	3%	31%	43%	17%	6%	43.0
All Faculty	75	1%	21%	37%	27%	13%	46.0
Mongtomery-Germantown							
Tenured	10	0%	10%	60%	30%	0%	44.5
Non-Tenured	19	0%	42%	26%	21%	11%	43.0
All Faculty	29	0%	31%	38%	24%	7%	43.7
Prince George's							
Tenured	184	0%	15%	51%	28%	7%	45.3
Non-Tenured	53	9%	45%	34%	6%	6%	38.9
All Faculty	237	2%	22%	47%	23%	6%	44.1

TABLE 7 (Cont'd)

DISTRIBUTION OF FULL-TIME INSTRUCTIONAL FACULTY BY AGE AND TENURE, 1983

	N	-30	30-39	40-49	50-59	60 or Older	Median Age
Community Colleges							
Wor-Wic Tech							
Tenured	0	0%	0%	0%	0%	0%	-
Non-Tenured	20	10%	25%	30%	35%	0%	42.5
All Faculty	20	10%	25%	30%	35%	0%	42.5
All Community Colleges							
Tenured	1229	0%	21%	46%	26%	7%	44.7
Non-Tenured	593	8%	46%	31%	10%	5%	38.7
All Faculty	1822	3%	29%	41%	21%	7%	42.9
State Colleges & Universities							
BTSUC							
Bowie							
Tenured	51	0%	18%	43%	29%	10%	47.4
Non-Tenured	55	4%	42%	42%	11%	2%	40.3
All Faculty	106	2%	30%	43%	20%	6%	43.8
Coppin							
Tenured	69	0%	9%	46%	28%	17%	48.3
Non-Tenured	41	0%	61%	29%	7%	2%	37.9
All Faculty	110	0%	28%	40%	20%	12%	45.3
Frostburg							
Tenured	121	0%	13%	49%	31%	7%	46.4
Non-Tenured	72	11%	65%	17%	6%	1%	35.3
All Faculty	193	4%	33%	37%	21%	5%	42.2
Salisbury							
Tenured	112	0%	25%	44%	27%	5%	44.1
Non-Tenured	67	8%	58%	25%	9%	0%	36.7
All Faculty	179	3%	37%	37%	20%	3%	40.6

TABLE 7 (Cont'd)

DISTRIBUTION OF FULL-TIME INSTRUCTIONAL FACULTY BY AGE AND TENURE, 1983

	N	-30	30-39	40-49	50-59	60 or Older	Median Age
State Colleges & Universities							
Towson							
Tenured	313	0%	14%	46%	31%	9%	46.0
Non-Tenured	125	7%	50%	23%	16%	4%	38.1
All Faculty	438	2%	24%	40%	27%	7%	44.3
Univ. Baltimore							
Tenured	55	0%	27%	29%	27%	16%	45.0
Non-Tenured	83	6%	54%	24%	15%	1%	37.1
All Faculty	138	4%	44%	26%	20%	7%	39.9
All BTSUC							
Tenured	721	0%	17%	45%	30%	9%	46.3
Non-Tenured	443	7%	54%	26%	12%	2%	37.3
All Faculty	1164	3%	31%	37%	23%	7%	43.0
Morgan							
Tenured	181	0%	13%	41%	35%	11%	48.6
Non-Tenured	58	5%	47%	35%	12%	2%	39.3
All Faculty	239	1%	21%	39%	30%	9%	46.1
St. Mary's*							
Tenured	9	0%	0%	67%	11%	22%	48.0
Non-Tenured	59	9%	51%	27%	10%	3%	37.3
All Faculty	68	7%	44%	32%	10%	6%	39.2
University of Maryland							
UMAB							
Tenured	152	0%	17%	44%	31%	8%	46.9
Non-Tenured	170	8%	55%	27%	11%	0%	37.4
All Faculty	322	4%	37%	35%	21%	4%	41.2

TABLE 7 (Cont'd)

DISTRIBUTION OF FULL-TIME INSTRUCTIONAL FACULTY BY AGE AND TENURE, 1983

	N	-30	30-39	40-49	50-59	60 or Older	Median Age
University of Md.							
UMBC							
Tenured	173	0%	10%	60%	24%	6%	45.1
Non-Tenured	120	8%	66%	24%	2%	1%	34.6
All Faculty	293	3%	33%	45%	15%	4%	41.6
UMCP							
Tenured	866	**	15%	41%	33%	11%	47.6
Non-Tenured	467	11%	64%	16%	7%	2%	34.8
All Faculty	1333	4%	32%	32%	24%	8%	43.2
UMES							
Tenured	27	0%	4%	59%	15%	22%	44.0
Non-Tenured	32	19%	50%	16%	13%	3%	36.5
All Faculty	59	10%	29%	36%	14%	12%	41.6
All Univ. Md.***							
Tenured	1218	**	14%	45%	31%	10%	47.0
Non-Tenured	797	10%	62%	19%	7%	2%	35.4
All Faculty	2015	4%	33%	35%	22%	7%	42.4
All Four-Year***							
Tenured	2129	**	15%	45%	31%	10%	46.9
Non-Tenured	1357	9%	58%	22%	9%	2%	36.3
All Faculty	3486	3%	32%	36%	22%	7%	42.8
All Public Instit.***							
Tenured	3358	**	17%	45%	29%	9%	46.1
Non-Tenured	1950	9%	55%	25%	9%	3%	36.8
All Faculty	5308	3%	31%	38%	22%	7%	42.9

* These institutions have either abolished tenure or are not awarding tenure to new faculty

** Less than 0.5%

*** Figures include data from University of Maryland-University College

Source: SBHE Employee Information System

TABLE 8

DISTRIBUTION OF FULL-TIME AND TENURED
INSTRUCTIONAL FACULTY, DEGREES AWARDED
AND CREDIT HOURS GENERATED BY MAJOR PROGRAM
- BOWIE -

	1982			FY 1983
	FT Faculty	Tenured	Degrees Awarded	Credit Hrs Generated
Biological Science			1%	4%
Business & Management	13%	10%	17%	13%
Communications			4%	4%
Education	21%	21%	39%	12%
Fine/Applied Arts	11%	10%	2%	5%
Foreign Languages				2%
Health Professions	9%	0%	6%	2%
Letters	13%	15%	1%	15%
Mathematics	11%	17%	2%	11%
Military Science				1%
Physical Science				4%
Psychology			16%	7%
Public Affairs	6%	2%	9%	3%
Social Sciences	17%	25%	3%	16%
Interdisciplinary Studies				1%
Other				1%
Total	100%	100%	100%	100%

Sources: SBHE Employee and Degree Information Systems;
Budget Form D (Departmental Credit Hour Load)

TABLE 9

DISTRIBUTION OF FULL-TIME AND TENURED INSTRUCTIONAL FACULTY, DEGREES AWARDED AND CREDIT HOURS GENERATED BY MAJOR PROGRAM
- COPPIN -

	1982			FY 1983
	FT Faculty	Tenured	Degrees Awarded	Credit Hrs Generated*
Biological Science	5%	7%	1%	5%
Business & Management	2%		15%	6%
Communications	1%			**
Education	30%	36%	43%	13%
Fine/Applied Arts	4%	7%		5%
Health Professions	9%	3%	8%	5%
Letters	19%	16%	1%	18%
Mathematics	9%	8%	2%	7%
Physical Sciences	5%	5%		4%
Psychology			8%	5%
Public Affairs	5%	7%	12%	4%
Social Sciences	10%	13%	10%	12%
Other				13%
Total	100%	100%	100%	100%

* Computer Science and Foreign Languages each represented 1% of the credit hours generated

** Less than 0.5%

Sources: SBHE Employee and Degree Information Systems;
Budget Form D (Departmental Credit Load)

TABLE 10

DISTRIBUTION OF FULL-TIME AND TENURED
INSTRUCTIONAL FACULTY, DEGREES AWARDED
AND CREDIT HOURS GENERATED BY MAJOR PROGRAM
- FROSTBURG -

	1982			FY 1983
	FT Faculty	Tenured	Degrees Awarded	Credit Hrs Generated
Agriculture			2%	
Biological Science	6%	7%	3%	6%
Business & Management	10%	5%	27%	16%
Communications	1%	2%		1%
Computer Science	3%	2%		4%
Education	20%	24%	25%	12%
Fine/Applied Arts	9%	7%	2%	6%
Foreign Languages	4%	5%	1%	3%
Letters	15%	17%	4%	15%
Mathematics	5%	4%	2%	8%
Physical Sciences	5%	7%	1%	5%
Psychology	5%	4%	4%	5%
Public Affairs			4%	
Social Sciences	17%	17%	23%	18%
Interdisciplinary Studies			1%	1%
Other				1%
Total	100%	100%	100%	100%

Sources: SBHE Employee and Degree Information Systems;
Budget Form D (Departmental Credit Load)

TABLE 11

DISTRIBUTION OF FULL-TIME AND TENURED
INSTRUCTIONAL FACULTY, DEGREES AWARDED
AND CREDIT HOURS GENERATED BY MAJOR PROGRAM
- SALISBURY -

	1982			FY 1983
	FT Faculty	Tenured	Degrees Awarded	Credit Hrs Generated
Biological Science	7%	7%	5%	7%
Business & Management	10%	7%	11%	9%
Communications			5%	
Computer Science				4%
Education	16%	18%	25%	11%
Fine/Applied Arts	7%	9%	1%	4%
Foreign Languages	2%	3%		2%
Health Professions	10%	3%	7%	4%
Letters	13%	16%	4%	15%
Mathematics	8%	5%	1%	7%
Physical Sciences	3%	5%		5%
Psychology	6%	8%	6%	8%
Public Affairs	3%	3%	11%	2%
Social Sciences	14%	16%	6%	19%
Interdisciplinary Studies	1%	1%	19%	3%
Total	100%	100%	100%	100%

Sources: SBHE Employee and Degree Information Systems;
Budget Form D (Departmental Credit Load)

TABLE 12

DISTRIBUTION OF FULL-TIME AND TENURED
INSTRUCTIONAL FACULTY, DEGREES AWARDED
AND CREDIT HOURS GENERATED BY MAJOR PROGRAM
- TOWSON -

	1982			FY 1983
	FT Faculty	Tenured	Degrees Awarded	Credit Hrs Generated
Biological Science	6%	7%	3%	4%
Business & Management	6%	3%	35%	15%
Communications	4%	3%	7%	4%
Computer Science				3%
Education	14%	17%	18%	7%
Fine/Applied Arts	13%	14%	3%	9%
Foreign Languages	3%	3%		2%
Health Professions	12%	6%	9%	7%
Letters	8%	8%	2%	10%
Mathematics	7%	7%	2%	7%
Physical Sciences	7%	8%	1%	5%
Psychology	6%	8%	8%	7%
Public Affairs	14%	17%	9%	18%
Social Sciences	14%	17%	9%	18%
Interdisciplinary Studies			4%	1%
Other				1%
Total	100%	100%	100%	100%

Sources: SBHE Employee and Degree Information Systems;
Budget Form D (Departmental Credit Load)

TABLE 13

DISTRIBUTION OF FULL-TIME AND TENURED
INSTRUCTIONAL FACULTY, DEGREES AWARDED
AND CREDIT HOURS GENERATED BY MAJOR PROGRAM
- UNIVERSITY OF BALTIMORE -

	1982			FY 1983
	FT Faculty	Tenured	Degrees Awarded	Credit Hrs Generated*
Business & Management	36%	23%	48%	45%
Communications				2%
Computer Science	7%	3%		5%
Fine/Applied Arts			1%	
Law	24%	36%	25%	15%
Letters	7%	7%	2%	7%
Mathematics	1%	2%		9%
Psychology	4%	7%	3%	2%
Public Affairs	7%	5%	13%	7%
Social Sciences	14%	18%	5%	8%
Interdisciplinary Studies			3%	
Total	100%	100%	100%	100%

* Biological Sciences represent 1% of the credit hours generated

Sources: SBHE Employee and Degree Information Systems;
Budget Form D (Departmental Credit Load)

TABLE 14

DISTRIBUTION OF FULL-TIME AND TENURED
INSTRUCTIONAL FACULTY, DEGREES AWARDED
AND CREDIT HOURS GENERATED BY MAJOR PROGRAM*
- UMAB -

	1982		
	FT Faculty	Tenured	Degrees Awarded
Biological Science			1%
Health Professions	87%	86%	68%
Law	6%	8%	15%
Public Affairs	7%	6%	16%
Total	100%	100%	100%

* Credit hours not available

Sources: SBHE Employee and Degree Information Systems;
Budget Form D (Departmental Credit Load)

TABLE 15

DISTRIBUTION OF FULL-TIME AND TENURED
INSTRUCTIONAL FACULTY, DEGREES AWARDED
AND CREDIT HOURS GENERATED BY MAJOR PROGRAM
- UMBC -

	1982			FY 1983
	FT Faculty	Tenured	Degrees Awarded	Credit Hrs Generated
Area Studies	2%	2%	2%	1%
Biological Science	8%	9%	10%	8%
Computer Science	*		1%	3%
Education	7%	5%	1%	4%
Fine/Applied Arts	10%	12%	8%	8%
Foreign Languages	4%	4%	2%	5%
Health Professions	4%	1%	7%	2%
Letters	11%	12%	5%	10%
Mathematics	7%	6%	2%	15%
Physical Sciences	9%	11%	2%	12%
Psychology	8%	10%	15%	7%
Public Affairs	1%	1%	7%	1%
Social Sciences	27%	26%	34%	24%
Interdisciplinary Studies			3%	
Total	100%	100%	100%	100%

* Less than 0.5%

Sources: SBHE Employee and Degree Information Systems;
Budget Form D (Departmental Credit Load)

TABLE 16

DISTRIBUTION OF FULL-TIME AND TENURED
INSTRUCTIONAL FACULTY, DEGREES AWARDED
AND CREDIT HOURS GENERATED BY MAJOR PROGRAM
- UMCP -

	1982			FY 1983
	FT Faculty	Tenured	Degrees Awarded	Credit Hrs Generated
Agriculture	3%	2%	5%	2%
Architecture	1%	1%	1%	1%
Area Studies	*	*	1%	1%
Biological Science	5%	5%	5%	5%
Business & Management	5%	5%	16%	7%
Communications	1%	1%	5%	1%
Computer Science	2%	2%	4%	3%
Education	14%	13%	13%	10%
Engineering	8%	8%	10%	7%
Fine/Applied Arts	7%	7%	3%	4%
Foreign Languages	4%	3%	1%	5%
Health Professions	1%	1%	1%	*
Home Economics	3%	2%	6%	4%
Law			*	
Letters	10%	8%	3%	11%
Library Science	1%	1%	2%	*
Mathematics	6%	8%	1%	9%
Physical Sciences	10%	14%	3%	8%
Psychology	3%	4%	3%	3%
Public Affairs	2%	1%	3%	1%
Social Sciences	13%	16%	12%	16%
Interdisciplinary Studies	*	*	4%	1%
Natural Science Technology	1%			*
Total	100%	100%	100%	100%

* Less than 0.5%

Sources: SBHE Employee and Degree Information Systems;
Budget Form D (Departmental Credit Load)

TABLE 17

DISTRIBUTION OF FULL-TIME AND TENURED
INSTRUCTIONAL FACULTY, DEGREES AWARDED
AND CREDIT HOURS GENERATED BY MAJOR PROGRAM
- UMES -

	1982			FY 1983
	FT Faculty	Tenured	Degrees Awarded	Credit Hrs Generated*
Agriculture	5%	7%	6%	3%
Biological Science	16%	26%	3%	8%
Business & Management	13%	7%	26%	12%
Computer Science			2%	7%
Education	15%	7%	31%	15%
Engineering			4%	2%
Fine/Applied Arts	15%	19%		
Health Professions	2%			2%
Home Economics	5%		2%	2%
Letters	10%	19%	2%	12%
Mathematics	10%	4%	3%	11%
Physical Sciences	2%			8%
Psychology			1%	2%
Social Sciences	10%	11%	20%	14%
Interdisciplinary Studies				2%
Total	100%	100%	100%	100%

* Foreign Languages represented 1% of the credit hours generated

Note: Mathematics and Computer Science are combined in one department at UMES

Sources: SBHE Employee and Degree Information Systems;
Budget Form D (Departmental Credit Load)

TABLE 18

DISTRIBUTION OF FULL-TIME AND TENURED
INSTRUCTIONAL FACULTY, DEGREES AWARDED
AND CREDIT HOURS GENERATED BY MAJOR PROGRAM
- ST. MARY'S -

	1982			FY 1983
	FT Faculty	Tenured	Degrees Awarded	Credit Hrs Generated
Biological Science	9%		20%	11%
Business & Management	4%			
Education	3%		11%	12%
Fine/Applied Arts	17%	10%	17%	10%
Foreign Languages	4%	10%		2%
Health Professions	1%	10%		
Letters	12%	20%	5%	10%
Mathematics	4%	10%	4%	3%
Physical Sciences	7%	10%		3%
Psychology	9%			3%
Social Sciences	25%	30%	38%	44%
Theology	4%			
Interdisciplinary Studies			6%	1%
Total	100%	100%	100%	100%

Sources: SBHE Employee and Degree Information Systems;
Budget Form D (Departmental Credit Load)

TABLE 19

DISTRIBUTION OF FULL-TIME AND TENURED
INSTRUCTIONAL FACULTY, DEGREES AWARDED
AND CREDIT HOURS GENERATED BY MAJOR PROGRAM
- MORGAN -

	1982			FY 1983
	FT Faculty	Tenured	Degrees Awarded	Credit Hrs Generated*
Architecture	2%		1%	1%
Biological Science	3%	2%	5%	3%
Business & Management	14%	10%	41%	24%
Communications	1%	1%	1%	
Education	20%	21%	14%	14%
Fine/Applied Arts	9%	10%	2%	3%
Foreign Languages	2%	3%	1%	2%
Health Professions	1%	1%	3%	1%
Home Economics	2%	1%	2%	1%
Letters	16%	18%	3%	19%
Mathematics	4%	5%	2%	10%
Physical Sciences	4%	5%	3%	4%
Psychology	3%	4%	4%	3%
Public Affairs	2%	2%	6%	1%
Social Sciences	17%	19%	13%	13%
Total	100%	100%	100%	100%

* Military Science represents 1% of the credit hours generated

Sources: SBHE Employee and Degree Information Systems;
Budget Form D (Departmental Credit Load)

TABLE 20

TYPE OF FACULTY BY INSTITUTION

	N	FT Tenured	FT Tenure Track	FT Temporary	Part-Time	
Community Colleges						
Allegany	118	43%	20%	3%	34%	100%
Anne Arundel	546	23%	1%	10%	67%	100%
Catonsville	443	43%	1%	1%	56%	100%
Charles	216	12%	7%	1%	80%	100%
Chesapeake	105	13%	16%	2%	69%	100%
Com. Coll of Balt.	458	23%	7%	2%	68%	100%
Dundalk	173	18%	9%	5%	68%	100%
Essex	479	31%	4%	2%	63%	100%
Garrett	40	18%	35%	3%	45%	100%
Hag. Jr. College	135	30%	7%	20%	44%	100%
Harford	236	27%	3%	*	65%	100%
Mont-Rockville	576	30%	1%	10%	59%	100%
Mont-Takoma Park	196	20%	0%	18%	62%	100%
Mont-Germantown	93	11%	1%	19%	69%	100%
Prince George's	624	30%	0%	9%	62%	100%
All Com Colleges**	4438	29%	4%	7%	60%	100%

TABLE 20 (Cont'd)

TYPE OF FACULTY BY INSTITUTION

	N	FT Tenured	FT Tenure Track	FT Temporary	Part-Time	
State Colleges & Univ. BTSUC						
Bowie	134	38%	16%	28%	19%	100%
Coppin	187	37%	5%	17%	41%	100%
Frostburg	257	47%	23%	5%	25%	100%
Salisbury	247	46%	26%	2%	27%	100%
Towson	860	37%	9%	6%	48%	100%
U. of Baltimore	255	22%	25%	8%	46%	100%
All BTSUC	1940	37%	15%	8%	40%	100%
Morgan	295	61%	13%	6%	19%	100%
Univ. of Maryland						
UMAB	439	35%	21%	17%	27%	100%
UMBC	476	36%	13%	12%	38%	100%
UMCP	1707	51%	16%	11%	22%	100%
UMES	63	43%	19%	32%	6%	100%
UMUC	670	0%	*	1%	99%	100%
All Univ of Md	3355	36%	13%	10%	40%	100%
All UM (Excl UMUC)	2685	45%	17%	13%	25%	100%

TABLE 20 (Cont'd)

TYPE OF FACULTY BY INSTITUTION

	N	FT Tenured	FT Tenure Track	FT Temporary	Part-Time	
All Four-Year**	5590	38%	14%	9%	39%	100%
All Pub. Instit**	10055	33%	10%	8%	49%	100%

* Less than 0.5%

** These figures do not include data from Cecil Community College, Frederick Community College, Howard Community College, Wor-Wic Tech, and St. Mary's College of Maryland. These institutions have either abolished tenure or are not awarding tenure to new faculty. Hence, the figures for part-time faculty differ very slightly from those in Table 3 of this report.

TABLE 21

LENGTH OF EMPLOYMENT BY TYPE OF FACULTY
(ALL PUBLIC INSTITUTIONS)

	Full-Time Tenured	FT Tenure Track	Full-Time Temporary	Part-Time
Four Years or More	97%	45%	34%	21%
Two to Three Years	2%	22%	24%	19%
One Year or Less	1%	32%	41%	61%
Total	100%	100%	100%	100%
Number	3333	960	804	3997

TABLE 22

LENGTH OF EMPLOYMENT BY TYPE OF FACULTY
(BY SEGMENT)

	Full-Time Tenured	FT Tenure Track	Full-Time Temporary	Part-Time
Community Colleges				
4 Yrs+	100%	32%	28%	24%
2-3 Yrs	*	29%	24%	24%
1 Yr/Less	*	39%	48%	52%
Total	100%	100%	100%	100%
Number	1211	175	275	2211
BTSUC				
4 Yrs+	97%	47%	15%	30%
2-3 Yrs	3%	22%	24%	14%
1 Yr/Less	1%	31%	61%	56%
Total	100%	100%	100%	100%
Number	715	291	158	382
University of Md.				
4 Yrs+	94%	46%	49%	12%
2-3 Yrs	5%	22%	23%	11%
1 Yr/Less	2%	32%	29%	77%
Total	100%	100%	100%	100%
Number	1217	448	350	1340
Morgan				
4 Yrs+	99%	80%	21%	21%
2-3 Yrs	1%	5%	63%	29%
1 Yr/Less	0%	15%	16%	50%
Total	100%	100%	100%	100%
Number	180	39	19	56
All Four Years				
4 Yrs+	95%	48%	38%	16%
2-3 Yrs	4%	21%	25%	12%
1 Yr/Less	1%	31%	38%	72%
Total	100%	100%	100%	100%
Number	2112	778	527	1778

TABLE 23

RANK BY TYPE OF FACULTY
(ALL PUBLIC INSTITUTIONS)

	Full-Time Tenured	FT Tenure Track	Full-Time Temporary	Part-Time
Professor	41%	3%	3%	2%
Assoc Professor	41%	10%	8%	3%
Asst Professor	17%	71%	29%	9%
Instructor	2%	16%	45%	21%
Lecturer	*	1%	16%	64%
Total	100%	100%	100%	100%
Number	3335	958	769	4222

* Less than 0.5%

TABLE 24

RANK BY TYPE OF FACULTY (BY SEGMENT)

	Full-Time Tenured	FT Tenure Track	Full-Time Temporary	Part-Time
Community Colleges				
Professor	41%	1%	4%	1%
Assoc Professor	39%	8%	13%	1%
Asst Professor	17%	42%	47%	3%
Instructor	3%	44%	24%	12%
Lecturer	*	5%	13%	84%
Total	100%	100%	100%	100%
Number	1207	175	264	2108
BTSUC				
Professor	36%	6%	4%	7%
Assoc Professor	33%	18%	11%	13%
Asst Professor	28%	55%	42%	33%
Instructor	3%	20%	41%	40%
Lecturer	0%	0%	1%	6%
Total	100%	100%	100%	100%
Number	720	290	160	765
Univ. of Md.				
Professor	44%	0%	2%	2%
Assoc Professor	49%	3%	2%	2%
Asst Professor	6%	94%	6%	4%
Instructor	*	2%	64%	25%
Lecturer	0%	*	26%	67%
Total	100%	100%	100%	100%
Number	1217	447	326	1286
Morgan				
Professor	33%	15%	0%	7%
Assoc Professor	27%	36%	26%	13%
Asst Professor	37%	31%	47%	42%
Instructor	4%	18%	26%	38%
Total	100%	100%	100%	100%
Number	181	39	19	55
All Four-Year				
Professor	40%	3%	2%	4%
Assoc Professor	42%	10%	6%	6%
Asst Professor	16%	77%	19%	16%
Instructor	2%	10%	55%	31%
Lecturer	0%	*	17%	43%
Total	100%	100%	100%	100%
Number	2118	776	504	2106

* Less than 0.5%

TABLE 25

TYPE OF FACULTY BY PROGRAM
(ALL PUBLIC INSTITUTIONS)

	N	Full-Time Tenured	FT Tenure Track	Full-Time Temporary	Part-Time	
Agriculture	52	42%	31%	10%	17%	100%
Architecture	30	37%	33%	7%	23%	100%
Area Studies	15	47%	20%	7%	27%	100%
Bio. Science	300	59%	12%	8%	20%	100%
Business	656	19%	14%	9%	58%	100%
Communica.	56	43%	29%	11%	18%	100%
Comp. Sci.	152	14%	15%	9%	63%	100%
Education	823	46%	11%	10%	34%	100%
Engineering	207	37%	13%	5%	45%	100%
Fine/App Art	690	39%	7%	8%	47%	100%
Foreign Lang	174	40%	17%	9%	35%	100%
Health Prof	525	28%	24%	20%	28%	100%
Home Ec	80	26%	20%	20%	34%	100%
Law	96	48%	17%	8%	27%	100%
Letters	1081	39%	7%	8%	46%	100%
Library Sci	28	36%	21%	11%	32%	100%
Mathematics	667	35%	7%	7%	51%	100%
Phys. Sci.	403	60%	8%	7%	26%	100%
Psychology	312	47%	7%	3%	43%	100%
Pub Affairs	131	40%	21%	23%	17%	100%
Soc Sciences	848	52%	11%	6%	32%	100%
Inter Studies	120	47%	8%	2%	43%	100%
Bus/Com Tech	524	20%	3%	8%	68%	100%
Data Process	313	5%	6%	9%	80%	100%
Hlth Svc Tech	284	37%	14%	12%	36%	100%
Mech/Eng Tech	225	18%	5%	8%	69%	100%
Nat Sci Tech	24	8%	13%	25%	54%	100%
Pub Svc Tech	144	29%	2%	4%	65%	100%

TABLE 26

TYPE OF FACULTY BY PROGRAM
(COMMUNITY COLLEGES)

	N	FT Tenured	FT Tenure Track	FT Temp	Part Time	
Gen Stud/Trs	2529	35%	3%	5%	57%	100%
Bus/Com Tech	523	20%	3%	8%	68%	100%
Data Process	311	5%	6%	9%	80%	100%
Hlth Svc Tec	284	37%	14%	12%	36%	100%
Mech/Eng Tec	225	18%	5%	8%	69%	100%
Nat Sci Tech	18	11%	17%	0%	72%	100%
Pub Svc Tech	143	29%	2%	4%	64%	100%

TABLE 27

TYPE OF FACULTY BY PROGRAM
(ALL FOUR-YEAR INSTITUTIONS)

	N	FT Tenured	FT Tenure Track	Full-Time Temporary	Part-Time	
Agriculture	46	48%	33%	11%	9%	100%
Architecture	30	37%	33%	7%	23%	100%
Area Studies	13	46%	23%	8%	23%	100%
Bio. Science	169	65%	18%	10%	7%	100%
Business	491	20%	18%	10%	52%	100%
Communica.	52	46%	29%	12%	14%	100%
Comp. Sci.	111	17%	17%	8%	58%	100%
Education	517	58%	15%	11%	16%	100%
Engineering	188	39%	14%	6%	42%	100%
Fine/App Art	408	44%	10%	9%	37%	100%
Foreign Lang	133	40%	22%	10%	29%	100%
Health Prof	496	27%	26%	19%	27%	100%
Home Ec	80	26%	20%	20%	34%	100%
Law	85	54%	19%	10%	18%	100%
Letters	541	40%	11%	12%	37%	100%
Library Sci	23	35%	17%	13%	35%	100%
Mathematics	330	42%	11%	7%	40%	100%
Phys. Sci.	253	72%	12%	5%	12%	100%
Psychology	190	49%	11%	4%	37%	100%
Pub Affairs	121	39%	22%	25%	14%	100%
Soc Sciences	601	55%	15%	6%	24%	100%
Inter Studies	25	20%	4%	0%	76%	100%
Oth Occ/Tec	9	0%	0%	89%	11%	100%

TABLE 28

TYPE OF FACULTY BY PROGRAM (BTSUC)

	N	Full-Time Tenured	FT Tenure Track	Full-Time Temporary	Part-Time	
Area Studies	1	0%	0%	0%	100%	100%
Bio. Science	63	67%	18%	2%	14%	100%
Business	345	12%	18%	10%	60%	100%
Communica.	25	60%	32%	8%	0%	100%
Comp. Sci.	55	7%	18%	11%	64%	100%
Education	212	67%	11%	6%	18%	100%
Fine/App Art	188	38%	9%	11%	43%	100%
Foreign Lang	34	44%	12%	3%	41%	100%
Health Prof	110	25%	33%	21%	22%	100%
Law	45	47%	24%	0%	29%	100%
Letters	256	32%	8%	11%	48%	100%
Mathematics	154	31%	16%	7%	47%	100%
Phys. Sci.	72	56%	17%	7%	21%	100%
Psychology	110	36%	8%	1%	55%	100%
Pub Affairs	30	40%	30%	10%	20%	100%
Soc Sciences	219	54%	15%	5%	27%	100%
Inter Studies	10	10%	0%	0%	90%	100%
Data Process	2	0%	0%	100%	0%	100%

TABLE 29

TYPE OF FACULTY BY PROGRAM
(UNIVERSITY OF MARYLAND)

	N	Full-Time Tenured	FT Tenure Track	Full-Time Temporary	Part-Time	
Agriculture	46	48%	33%	11%	9%	100%
Architecture	20	55%	25%	5%	15%	100%
Area Studies	12	50%	25%	8%	17%	100%
Bio. Science	98	65%	17%	15%	2%	100%
Business	100	41%	14%	12%	33%	100%
Communica.	25	32%	24%	16%	28%	100%
Comp. Sci.	54	28%	15%	6%	52%	100%
Education	260	47%	17%	18%	18%	100%
Engineering	188	39%	14%	6%	42%	100%
Fine/App Art	183	48%	13%	9%	30%	100%
Foreign Lang	91	35%	28%	13%	24%	100%
Health Prof	380	28%	23%	19%	29%	100%
Home Ec	75	25%	20%	20%	35%	100%
Law	40	63%	13%	20%	5%	100%
Letters	249	40%	14%	15%	31%	100%
Library Sci	23	35%	17%	13%	35%	100%
Mathematics	160	53%	8%	8%	33%	100%
Phys. Sci.	171	77%	11%	5%	8%	100%
Psychology	71	66%	16%	9%	10%	100%
Pub Affairs	86	36%	21%	30%	13%	100%
Soc Sciences	340	53%	16%	7%	24%	100%
Inter Studies	14	21%	7%	0%	71%	100%
Nat Sci Tech	6	0%	0%	100%	0%	100%

TABLE 30

TYPE OF FACULTY BY PROGRAM (MORGAN)

	N	Full-Time Tenured	FT Tenure Track	Full-Time Temporary	Part-Time	
Architecture	10	0%	50%	10%	40%	100%
Bio. Science	8	50%	25%	13%	13%	100%
Business	46	33%	26%	4%	37%	100%
Communica.	2	50%	50%	0%	0%	100%
Comp. Sci.	2	0%	50%	0%	50%	100%
Education	45	80%	16%	4%	0%	100%
Fine/App Art	37	49%	5%	5%	41%	100%
Foreign Lang	8	75%	0%	0%	25%	100%
Health Prof	6	17%	33%	0%	50%	100%
Home Ec	5	40%	20%	20%	20%	100%
Letters	36	89%	6%	6%	0%	100%
Mathematics	16	56%	6%	0%	38%	100%
Phys. Sci.	10	100%	0%	0%	0%	100%
Psychology	9	67%	0%	0%	33%	100%
Pub Affairs	5	80%	0%	20%	0%	100%
Soc Sciences	42	83%	5%	7%	5%	100%
Inter Studies	1	100%	0%	0%	0%	100%
Pub Svc Tech	1	0%	0%	0%	100%	100%

TABLE 31

HIGHEST DEGREE EARNED BY TYPE OF FACULTY
(ALL PUBLIC INSTITUTIONS)*

	Full-Time Tenured	FT Tenure Track	Full-Time Temporary	Part-Time
Less Than Bachelor	**	1%	4%	5%
Bachelors	2%	6%	12%	19%
Masters	31%	26%	60%	46%
Graduate Certificate	7%	5%	5%	1%
Doctorate	56%	57%	16%	22%
First Professional	4%	5%	3%	8%
Total	100%	100%	100%	100%
Number	2979	861	733	3653

* Excludes Towson
** Less than 0.5%

TABLE 32

HIGHEST DEGREE BY TYPE OF FACULTY
(BY SEGMENT)

	Full-Time Tenured	FT Tenure Track	Full-Time Temporary	Part-Time
Community Colleges				
L/Bachelor	1%	4%	6%	6%
Bachelors	4%	27%	16%	23%
Masters	62%	55%	62%	48%
Grad Certif	9%	1%	4%	2%
Doctorate	23%	12%	13%	12%
1st Prof	2%	1%	0%	8%
Total	100%	100%	100%	100%
Number	1198	161	265	1945
BTSUC**				
L/Bachelor	0%	0%	1%	1%
Bachelors	1%	2%	4%	15%
Masters	18%	34%	38%	55%
Grad Certif	13%	15%	21%	*
Doctorate	65%	46%	27%	29%
1st Prof	5%	2%	9%	0%
Total	100%	100%	100%	100%
Number	401	210	100	332
Univ. Md.				
L/Bachelor	*	*	3%	3%
Bachelors	1%	1%	11%	13%
Masters	8%	11%	65%	41%
Grad Certif	0%	0%	0%	*
Doctorate	88%	79%	18%	34%
1st Prof	4%	9%	4%	9%
Total	100%	100%	100%	100%
Number	1217	448	350	1340

TABLE 32 (Cont'd)

HIGHEST DEGREE BY TYPE OF FACULTY
(BY SEGMENT)

	Full-Time Tenured	FT Tenure Track	Full-Time Temporary	Part-Time
Morgan				
L/Bachelor	0%	0%	6%	0%
Bachelors	1%	3%	13%	21%
Masters	11%	17%	25%	69%
Grad Certif	29%	31%	19%	0%
Doctorate	47%	49%	38%	10%
1st Prof	12%	0%	0%	0%
Total	100%	100%	100%	100%
Number	153	35	16	29
All Four-Year**				
L/Bachelor	*	*	2%	2%
Bachelors	1%	1%	10%	14%
Masters	10%	19%	58%	44%
Grad Certif	5%	6%	5%	*
Doctorate	79%	68%	21%	33%
1st Prof	5%	6%	4%	7%
Total	100%	100%	100%	100%
Number	1771	693	466	1700

* Less than 0.5%
** Excludes Towson

TABLE 33

AGE BY TYPE OF FACULTY
(ALL PUBLIC INSTITUTIONS)

	Full-Time Tenured	FT Tenure Track	Full-Time Temporary	Part-Time
Under 30	*	6%	11%	11%
30-39	17%	62%	49%	44%
40-49	45%	22%	26%	27%
50-59	29%	9%	9%	12%
60 and Over	9%	1%	5%	5%
Total	100%	100%	100%	100%
Number	3340	952	800	4158
Median Age	46.1	36.3	37.2	38.2

* Less than 0.5%

TABLE 34

AGE BY TYPE OF FACULTY (BY SEGMENT)

	Full-Time Tenured	FT Tenure Track	Full-Time Temporary	Part-Time
Community College				
Under 30	0%	7%	8%	10%
30-39	21%	53%	46%	46%
40-49	46%	28%	30%	26%
50-59	26%	10%	10%	12%
60 and Over	7%	2%	8%	5%
Total	100%	100%	100%	100%
Number	1211	169	275	2280
Median Age	44.8	36.9	39.0	37.8
BTSUC				
Under 30	0%	5%	10%	10%
30-39	17%	56%	51%	43%
40-49	45%	26%	24%	29%
50-59	30%	11%	12%	13%
60 and Over	9%	1%	3%	5%
Total	100%	100%	100%	100%
Number	721	289	154	494
Median Age	46.3	37.3	37.3	39.1
Univ. of Md.				
Under 30	*	7%	14%	13%
30-39	14%	71%	51%	41%
40-49	45%	16%	23%	29%
50-59	31%	7%	8%	12%
60 and Over	10%	*	3%	5%
Total	100%	100%	100%	100%
Number	1217	448	350	1340
Median Age	47.0	35.2	35.7	38.6

TABLE 34 (Cont'd)

AGE BY TYPE OF FACULTY (BY SEGMENT)

	Full-Time Tenured	FT Tenure Track	Full-Time Temporary	Part-Time
Morgan				
Under 30	0%	3%	11%	14%
30-39	13%	41%	58%	40%
40-49	41%	39%	26%	29%
50-59	35%	15%	5%	11%
60 and Over	11%	3%	0%	6%
Total	100%	100%	100%	100%
Number	181	39	19	35
Median Age	48.6	42.8	37.0	38.8
All Four-Year				
Under 30	*	6%	13%	12%
30-39	15%	64%	51%	41%
40-49	44%	21%	24%	29%
50-59	31%	9%	9%	12%
60 and Over	10%	1%	3%	5%
Total	100%	100%	100%	100%
Number	2119	776	523	1869
Median Age	46.9	36.2	36.4	38.7

* Less than 0.5%

FIGURES

Figure 1

NUMBERS OF FULL-TIME AND PART-TIME FACULTY

AT MARYLAND PUBLIC INSTITUTIONS

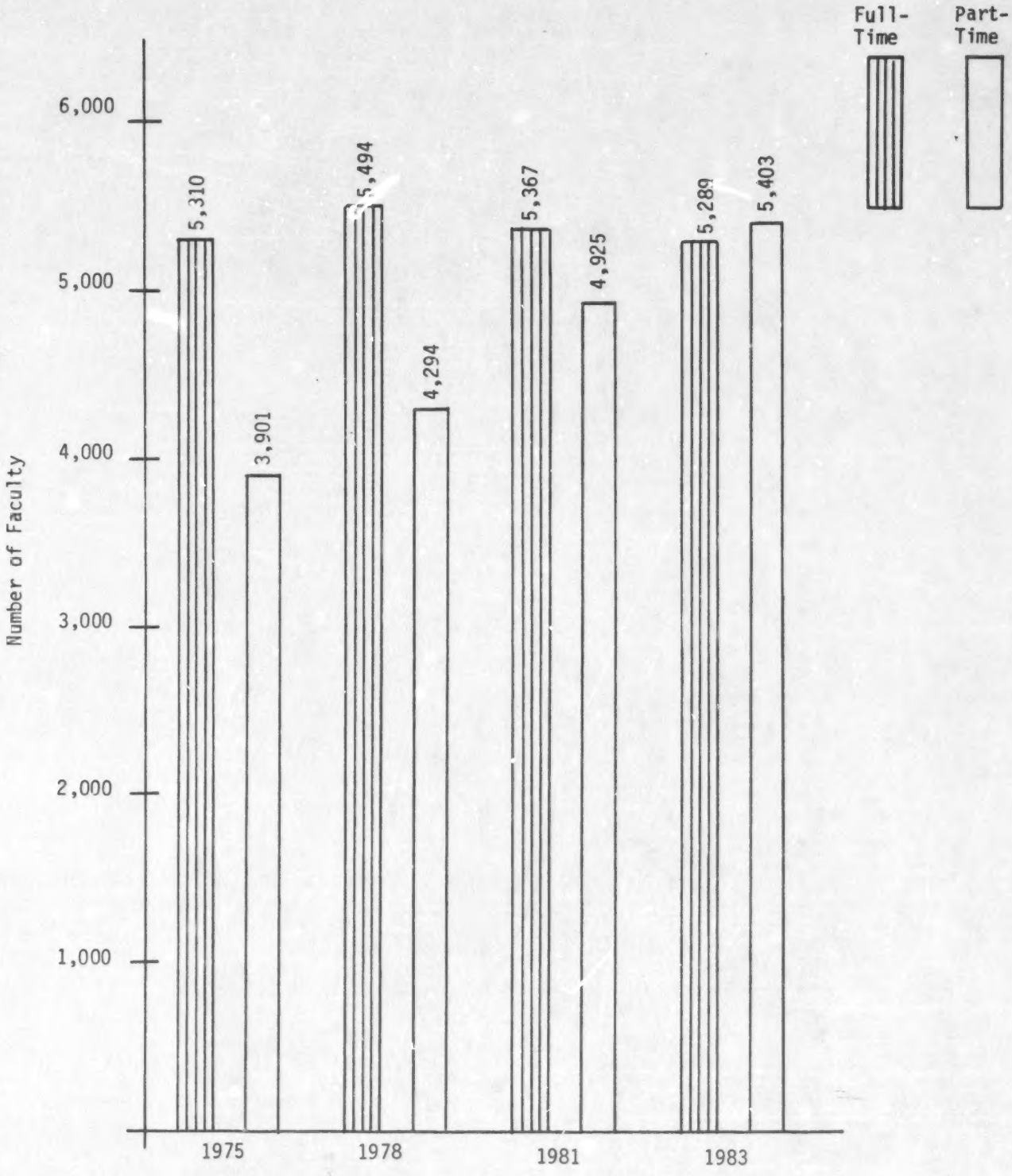
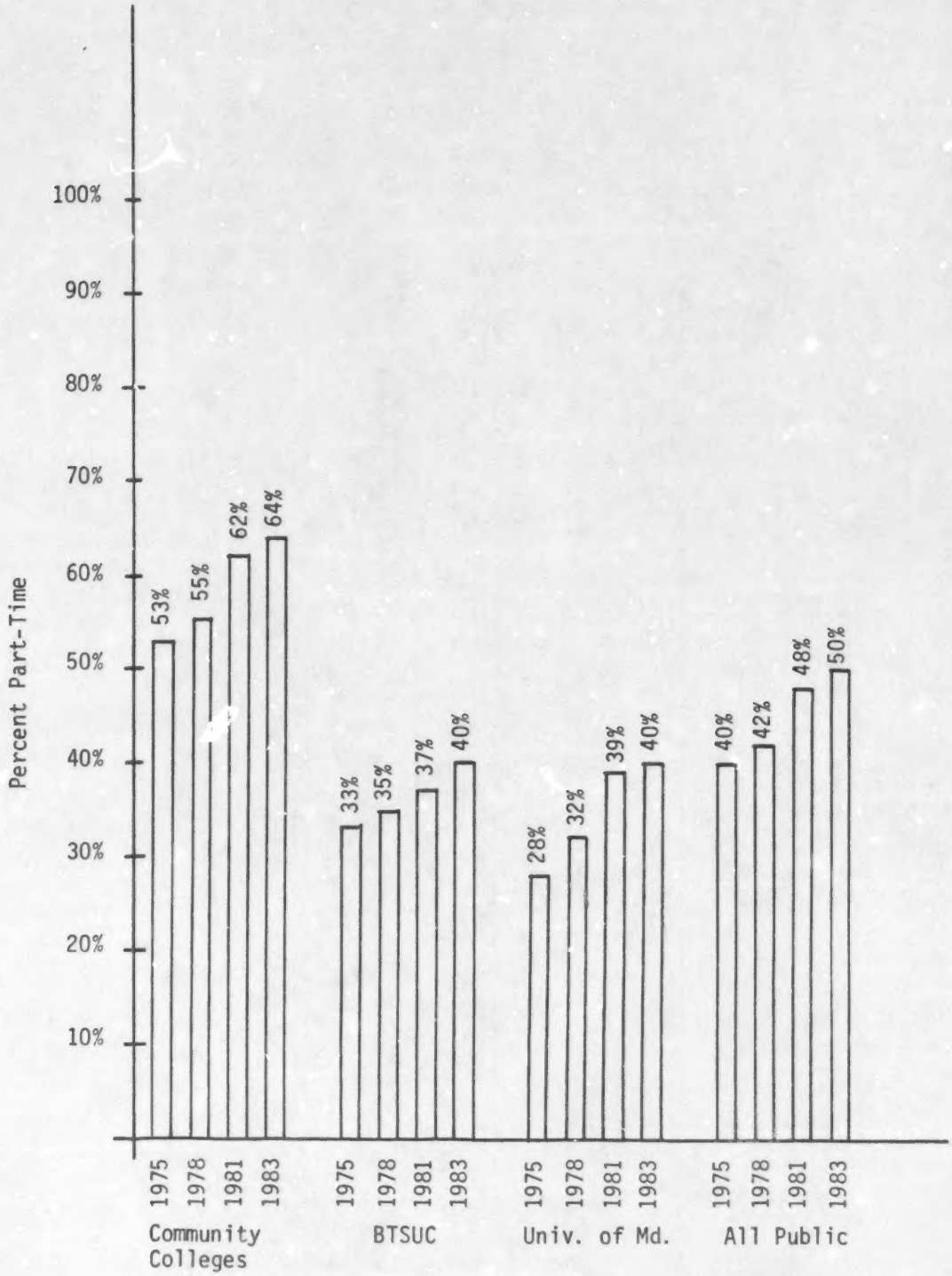


Figure 2

PERCENTAGES OF PART-TIME FACULTY

AT PUBLIC INSTITUTIONS



NUMBERS OF FULL-TIME FACULTY

BY TENURE STATUS

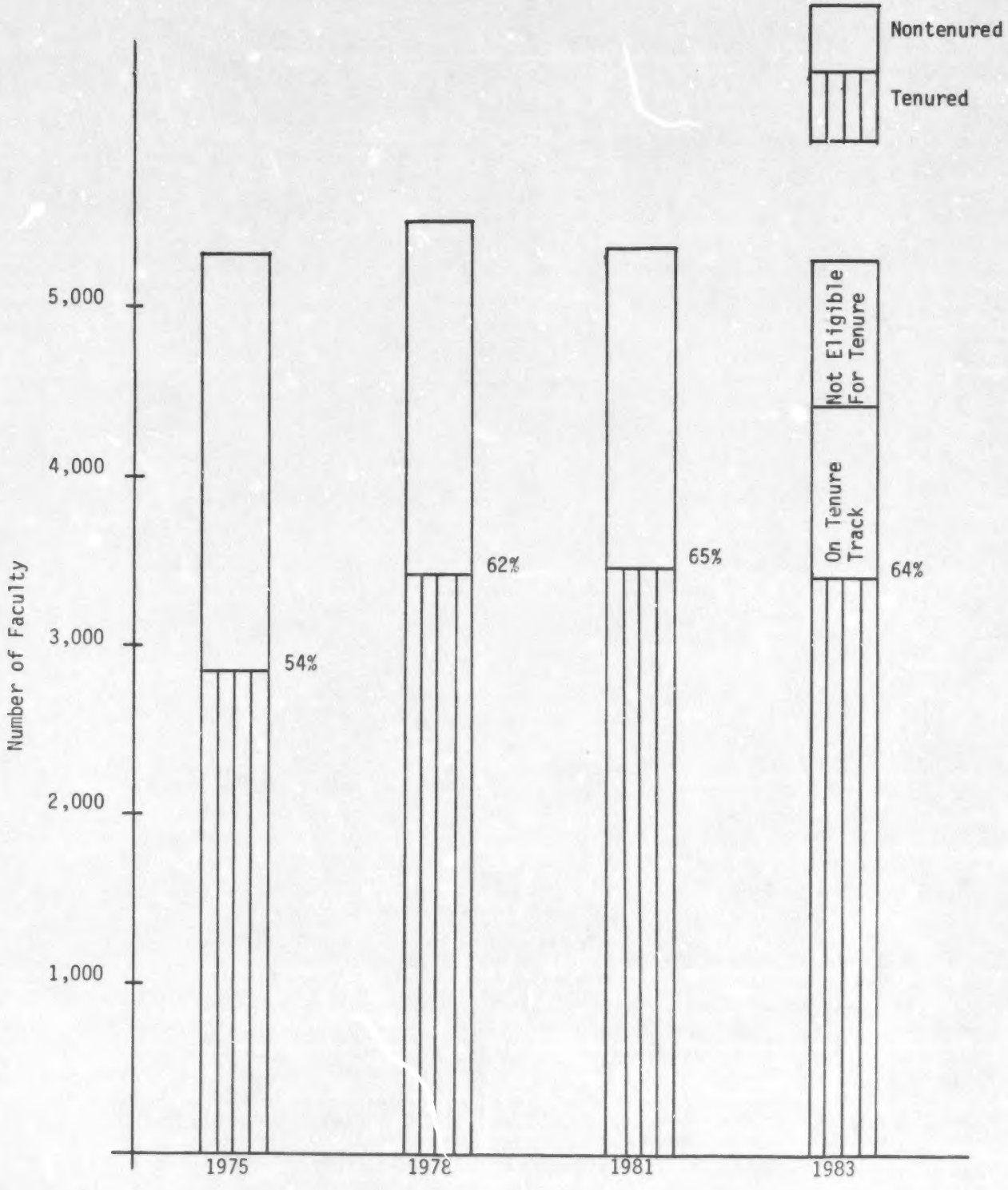


Figure 4

AGE DISTRIBUTION OF

FULL-TIME FACULTY

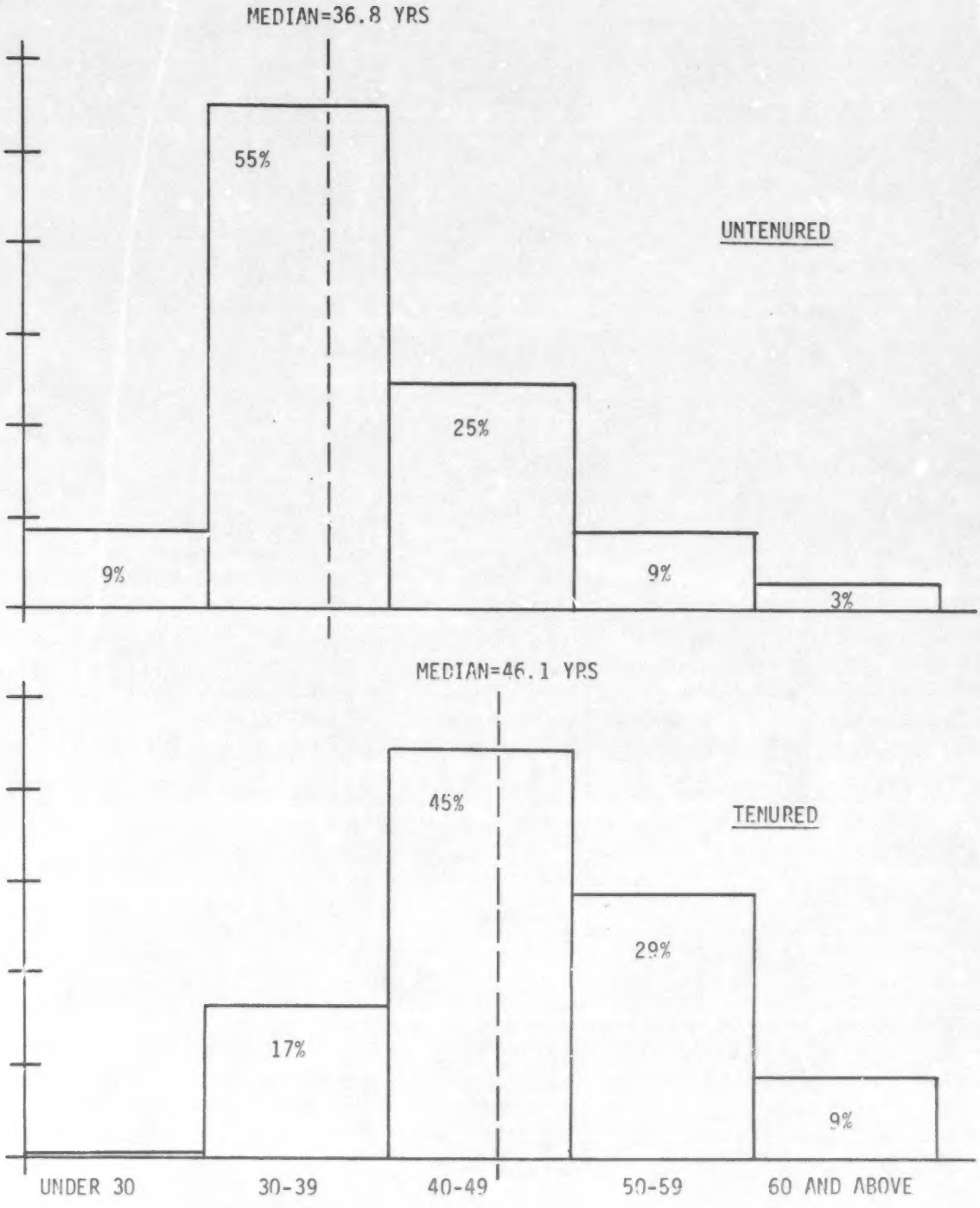


Figure 5

PERCENTAGE OF FULL-TIME AND PART-TIME FACULTY
BY PROGRAM

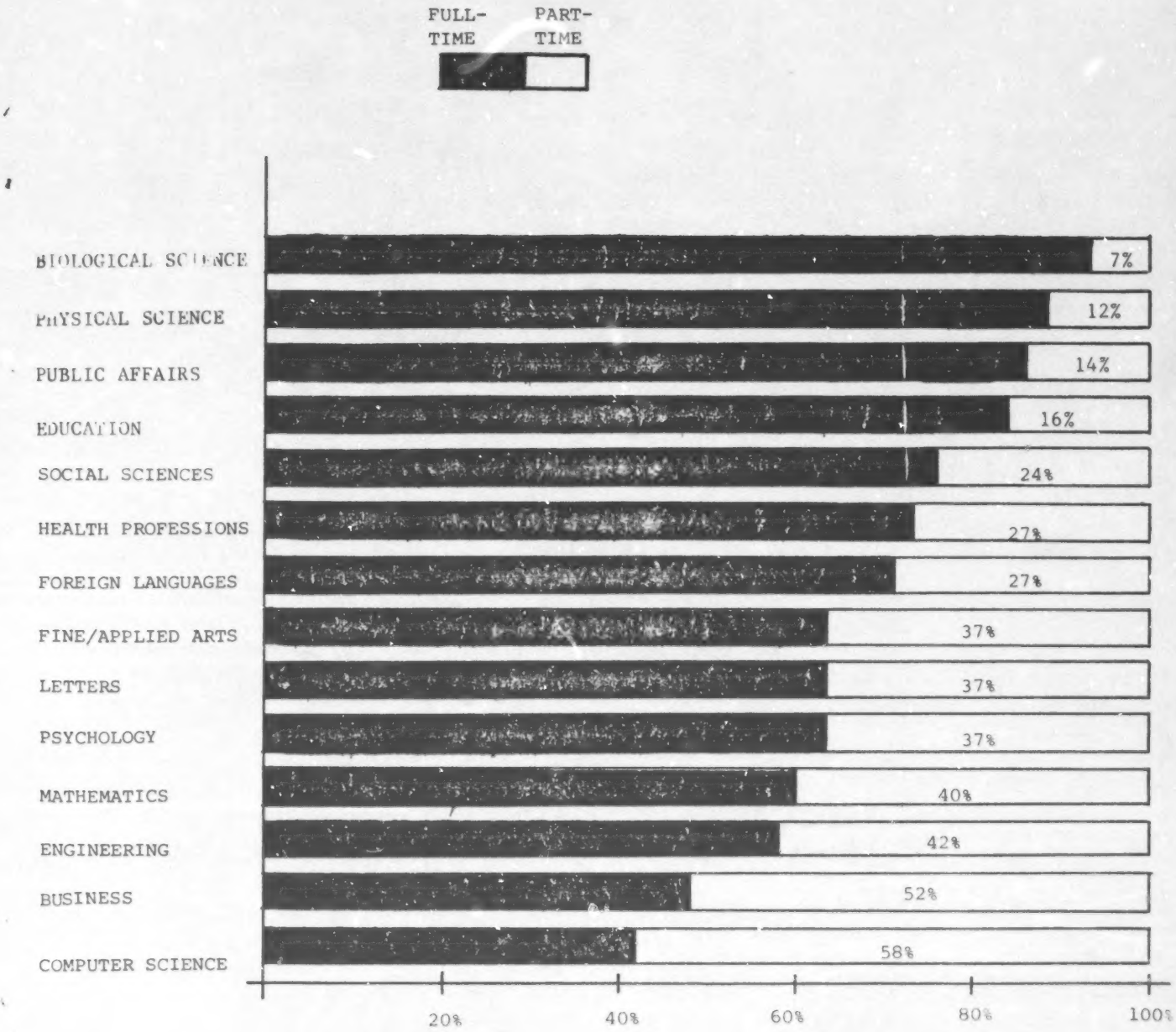


Figure 6

HIGHEST DEGREE ATTAINED

BY EMPLOYMENT STATUS OF FACULTY

FOUR-YEAR CAMPUSES